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DEPARTMENT OF LABOUR, CANADA

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FOR THE YEAR 1964

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ERRATA

On page 7—Column 5—under "Previous Year"—Line 6—for −2.1 *read* +2.1

On page 9—Table 1—under "Manufacturing—Transportation equipment—Membership—for 72,300 *read* 71,300.

On page 9—Table 1—footnote (†) for March 1962 *read* March 1963.

On page 12—Table 3—footnote (†) for March 1962 *read* March 1963.

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On page 315—"Monthly Report on Operation of Unemployment Insurance Act—Line 1 of subhead—for 51 *read* 15.

On page 435—Column 9—opposite "synthetic textiles and silk"—for 7.13 *read* 70.13.

On page 848—Column 1—Para. 1—Line 3—for 11,500 *read* 1,500.

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Labour-Management Co-operation

Labour-Management Committees in operation across the country now total 1,811 and represent 506,514 workers, a gain of 62 committees and 10,000 workers over totals for previous year

More than 500,000 workers in Canadian industry are now represented on Labour-Management Committees across the country. A statement issued last month gave the exact total as 506,514 workers—an increase of almost 10,000 over the total in 1962.

At October 31, 1963, the number of LMCs operating in industry was 1,811, an increase of 62 over last year's total.

Active promotion of these committees is conducted by the Labour-Management Co-operation Service of the Department.

Primarily concerned with bettering employer-employee relations and improving plant operations, the committees provide labour and management with an opportunity to meet on a regular basis for joint discussion of mutual problems other than those dealt with in collective bargaining.

Topics discussed at LMC meetings include automation and technological change, production, trade, morale of the work force, unemployment and layoffs, quality of products, union-management objectives, competition in industry, employee welfare, safety, fire prevention and care of equipment.

Although all of these topics are not discussed by all committees, there is a steadily increasing use of joint consultation as a means of solving problems affecting the welfare of both labour and industry as a whole.

The largest number of committees, as of October 31, 1963, was in the manufacturing industries, with a total of 1,183 committees, representing 308,997 workers. Highest among these industries was the iron and iron products group, with 295 committees, representing 82,492 workers.

The number of committees and of workers represented in the manufacturing industries were:

Textile products	47	13,007
Rubber & its products	21	10,436
Pulp, paper & paper products	118	46,019
Printing & publishing	17	3,124
Lumber & its products	74	11,213
Edible plant products	83	17,086
Leather & its products	21	4,900
Edible animal & sea products	68	14,025
Iron & its products	295	82,492
Non-ferrous metals & their products	56	19,879
Clay, glass & stone products	85	17,128
Non-metallic mineral products	24	4,524
Tobacco products	6	5,002
Beverages	37	9,210
Electric light & power	99	9,563
Chemical & allied products	64	14,561
Electrical apparatus	54	24,675
Miscellaneous	14	2,153

Next after the manufacturing industries came the transportation industry, with 153 committees representing 80,475 workers. It was followed by the service industry, with 189 committees and 66,236 workers.

The number of committees and of workers represented in industries other than manufacturing were:

Transportation	153	80,475
Service	189	66,236
Communications	160	30,802
Trade—Retail & Wholesale	87	8,782
Mining	30	8,591
Construction	4	1,407
Logging	4	890
Finance	1	334

In the transportation industry, railways had 111 committees, representing 64,348 workers, the rest being accounted for by air, street railways, and forwarding and storage, with 42 committees involving 16,127 workers.

The mining industry had 7 committees in the metallic-ores group, with 5,060 workers represented, and 23 committees and 531 workers in other non-metallic minerals.

Committees were operating in all 10 provinces, with the number of committees and of workers represented as follows:

Newfoundland	9	3,142
Prince Edward Island	6	1,278
Nova Scotia	30	11,749
New Brunswick	23	11,455
Quebec	468	185,631
Ontario	793	187,155
Manitoba	112	30,446
Saskatchewan	103	15,314
Alberta	127	37,045
British Columbia	140	23,299

The union affiliations of the bargaining agencies in plants in which the committees were operating were:

Canadian Labour Congress	1,366	369,224
International Unions Unaffiliated	87	13,819
Confederation of National Trade Unions	106	40,319
Others	252	83,152

From the Labour Gazette, January 1914

50 Years Ago This Month

Except for usual seasonal decline during winter months, the general trend of wages during 1913 was upward. Nine-hour day introduced at Ford in Windsor and at silver mines at Cobalt

The general trend of wages in 1913 was upward, but in those days in Canada a seasonal reduction during the winter months was usual, especially for casual labour.

The January 1914 *Labour Gazette* reported that wages had continued to increase during the first three quarters of 1913, the greatest number of changes taking place in April, May and June. But "the usual tendency toward lower wages was evident during December."

Unskilled labour was plentiful, and in Ontario and the western provinces particularly, labourers were working at lower wages than previously. In Quebec and the Maritime Provinces, there was a plentiful supply of labour, and, owing to the scarcity of work, "farmers were able to secure help under contract for a year."

The nine-hour day was introduced at Ford Motor Company at Windsor, and for 1,200 silver miners at Cobalt. The working hours of operatives at the Dominion Textile Company's works were reduced from 58 to 55 a week.

Wage Increases

Some employees of the CPR received substantial wage increases during 1913. Engineers on lines east of Cartier gained an increase of 10 per cent, and an increase of the same proportion went to some 9,000 men employed in the company's mechanical departments in Eastern Canada.

Some 2,500 street railway men in Montreal got an increase of 1 cent an hour.

"Overground labourers at Westville to the number of 500 were given an increase in wages of about 10 per cent during June."

Shorter Hours

A number of manufacturing plants were reported to be working shorter hours. This apparently meant a permanent shortening of hours, since the statement was coupled with the report of the nine-hour day for 300 Ford employees; previously they had worked a ten-hour day.

The reduction in working hours at Dominion Textile was as a result of legislation enacted during 1912. The rate of wages remained the same as previously. About 6,000 workers in all were affected by this change.

Though the word "automation" had not been coined in 1913, evidence that technological change was going on is contained in the following "Traffic on the Michigan Central Railway was fairly heavy, but long trains were responsible for a reduction in the number of crews and service. Eight or ten crews were laid off during the month [December], which is unusual at this time of year . . ."

Railway Building

Railway building had been going on apace in 1913. Canadian Pacific built 1,700 miles of line west of Fort William during the year. "Grading was carried on on 550 miles of new line exclusive of sidings and terminal work, and 262 miles of double-tracking on the main line."

Work on the Canadian Northern between Ottawa and Toronto was finished, and it was announced that a passenger and freight service over the new line would commence early in 1914.

"The Canadian Northern Railway has steel laid up to the site of its Calgary terminal and will open its freight and passenger service next month connecting Calgary directly with Saskatoon . . . A start was made on the construction of the Alberta and Great Waterways Railway from Edmonton to Fort McMurray during December. A considerable number of men will be employed on this line."

Elsewhere the *Gazette* said: "Features of the year were the completion of the Eastern division of the National Transcontinental Railway between Winnipeg and Quebec, and the piercing of the mountain at Montreal by the Canadian Northern Railway."

This journal quoted the *Canadian Railway and Marine World* as authority for the preliminary estimate that in all, 3,144.59 miles of new track had been laid in Canada in 1913 by 20 railway companies. This did not include 254.3 miles of second track laid by the CPR. Of the total length of track, the Northern Ontario Railway laid 590; the Canadian Northern 480.96; the Canadian Pacific, 683.4; and the Grand Trunk Pacific, 600.

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Appoint 25 Members of Economic Council of Canada

The appointment of 25 members to the Economic Council of Canada was announced by the Prime Minister just before Christmas. Dr. John J. Deutsch had been appointed Chairman of the Council in September, and shortly afterwards, J. L. E. Couillard and Arthur J. R. Smith had been named as directors. These three are full-time posts.

Among the 25 part-time members are six representatives of labour organizations: Claude Jodoin, President of the Canadian Labour Congress; Marcel Pepin, General Secretary of the Confederation of National Trade Unions; A. R. Gibbons, Secretary of the National Legislative Committee, International Railway Brotherhoods; Stanley A. Little, President, Canadian Union of Public Employees; William Ladyman, Vice-President, International Brotherhood of Electrical Workers; and William Mahoney, Canadian Director of the United Steelworkers.

The other members of the Council include representatives of industry and business, agriculture, and various organizations.

Dr. Deutsch, who at the time of his appointment to the Council was Vice-Principal of Queen's University, is an economist who began his career as a research assistant at the Bank of Canada in 1936. He served on the Rowell-Sirois Commission from 1937 to 1940, and lectured in economics at Queen's from 1940 to 1942, when he became special assistant to the Under-Secretary of State for External Affairs. Dr. Deutsch entered the Department of Finance in 1946 and became an Assistant Deputy Minister of the Department in 1953. He later held posts at the University of British Columbia and Queen's University. He has served on a number of Royal Commissions and was economic adviser to the Special Senate Committee on Manpower and Employment in 1960.

When appointed to the Council, Mr. Couillard was Canadian ambassador to Norway and Iceland; Mr. Smith was secretary-treasurer and director of research of the Private Planning Association of Canada.

31,000 Graduates in 1963 Exceed Total in 1962 by 17 Per Cent

Graduates from Canadian universities in 1963 are estimated to have totalled approximately 31,000, according to an annual survey of the supply of and demand for university graduates prepared by the National Employment Service. The total was 17 per cent higher than that of 1962 graduates.

The total was made up of 27,000 students who graduated with first degrees or equivalent diplomas, and 3,450 who received graduate degrees: 3,100 masters and 350 doctors. A total of close to 37,000 is expected in 1964.

Graduating classes may be expected to expand in the coming years, the NES points out, as enrolments at Canadian universities and colleges continue their rapid increase. The full-time enrolment of 141,388 students in 1962-63 represented an increase of 10 per cent over the previous year, and with the same rate of increase the number of full-time students in 1963-64 will be about 156,000.

Starting salaries for new graduates continued to rise in 1963, the most substantial increases being in mathematics, pharmacy, commerce and business administration, commerce for C. A. articles, and economics and political science.

The increases ranged from 5 per cent for graduates in economics and political science to 10 per cent for those in mathematics. In engineering, salaries were from 1.5 to 3.5 per cent higher than in the previous year, the largest increase being in metallurgical engineering.

The demand for scientists and engineers in the United States is expected to rise by nearly 800,000 during the 1960's, from the 1,157,000 employed at the beginning of the decade—January 1960—to 1,954,000 at the end, 1970, according to projections by the U.S. Bureau of Labor Statistics.

The largest increase will be in the demand for mathematicians, which is expected to rise to more than double the present demand, the Bureau says.

Physicists, medical scientists and biological scientists will come next in the rate of growth. They will have to increase in number by nearly 100 per cent to keep up with the demand, followed by scientists (73 per cent increase) and engineers (67 per cent). Requirements for chemists—now the largest profession in numbers—will increase at a rather slower rate than the average for all scientists.

Report on Changing Occupational Composition of Labour Force

A new publication of the Department of Labour, *Occupational Trends in Canada, 1931 to 1961,* presents comparable data on changes in the occupational structure of the

Canadian labour force during two periods, the three decades 1931 to 1961 and the decade 1951 to 1961.

In comparison with the changes that took place over the whole period, the foreword to the booklet points out, the changes that occurred during the later decade were significant.

The publication is Report No. 11 in the Research Program on the Training of Skilled Manpower but is the beginning of a new series of studies into the changing occupational composition of the Canadian labour force.

13 Occupational Groups

The study, which deals with 13 main occupational groups and 117 selected occupations, and which contains a number of tables and charts, is based on data obtained in the decennial censuses taken during the period.

The report is divided into two parts. Part I deals with the labour force as a whole; Part II, with the female labour force.

The study presents data on the occupational structure of the labour force for each of the four censuses during the period, giving the number in each occupation, the percentage of the labour force in each occupation, and the percentage change over the two periods.

The provision of the data supplied in this bulletin is only the first step in the projected series of studies, the report says. The next step will be to show the changes that are taking place in the distribution of the various occupations within each of the main groups of industries. "It is only through this intermediate stage that occupational requirements can be linked to general economic developments," the report says.

The report was prepared by the Economics and Research Branch of the Department of Labour. Copies may be obtained from the Queen's Printer, Ottawa.

Jewish Vocational Service, Toronto Cited for Retraining of Unemployed

A national social welfare award has been won by the Jewish Vocational Service, Toronto, for conducting a training program under which more than 200 unemployed men have been prepared for jobs as building caretakers.

The award is the honourable mention citation in the William J. Shroder Memorial Award Competition sponsored by the Council of Jewish Federations and Welfare Funds, an association of 217 Jewish welfare organizations throughout the United States and Canada. This is the first time that a Canadian agency has been cited since the Shroder Award was established in 1952.

The program of training in building maintenance services was started by the Jewish Vocational Service in 1962 as part of its plan of retraining for other jobs workers displaced by technology and automation. The program is being financed by federal-provincial funds administered by the Toronto Board of Education under the Technical and Vocational Training Assistance Act (Program 5).

The JVS building maintenance course provides six weeks of training for a wide range of jobs, including those of building superintendent, maintenance worker, cleaning specialist and janitor. The course teaches such things as care of floors, shampooing carpets, washing walls, looking after boilers, fire control and property protection. It also includes group counselling sessions on attitudes toward work, labour market information and ways of finding work.

In order to make the course as congenial as possible to adults, emphasis is placed on demonstrations and practice rather than on classroom discussions. There are no age limits or educational requirements, and no restrictions as to race, religion or nationality.

75% Find Jobs

So far, 214 men have successfully completed the training program, and about 75 per cent of these have found jobs. The selection of trainees and finding work for them after they have been trained is carried out with the help of the National Employment Service.

CLC Commissions Eugene Forsey To Write Union History

As part of its contribution to the celebration of Canada's Centenary of Confederation, the Canadian Labour Congress has commissioned Dr. Eugene Forsey, the director of its Research Department, to write a history of the trade union movement in Canada. Dr. Forsey, who has been closely connected with the Canadian labour movement since 1942, has already begun research into original documents. He has appealed to the unions to assist by providing him with their early records.

Trustees Ban Unions' Defamatory Statements, Call Management Meeting

Two actions were taken last month by the Board of Trustees of the Maritime Transportation Unions:

—The unions under trusteeship were informed that in future, publications of any kind issued by them must be submitted to the Board for approval before being published or distributed.

—The employers in the inland shipping industry were invited to arrange for a repre-

sentive delegation to meet the trustees in the near future. In a directive sent on December 4 to the unions, the Board said:

"Publications, whether newspapers, magazines, bulletins, circulars, or otherwise, that contain defamatory references to other trade union leaders or members, particularly officers and members of the maritime unions under trusteeship, cannot be approved."

The trustees said that they had no wish "to hinder or prevent fair competition between the unions under trusteeship." But it was their intention to see that the competition was "constructive and lawful, and that the literature in support thereof does not offend the law, particularly the law of defamation."

The call for a meeting with the employers was issued in a letter sent on December 11 to some 40 steamship, tugboat and dredge operators. More than 60 interviews had made it clear that one of the contributing factors at the root of the labour strife on the Great Lakes and the St. Lawrence River had been a serious failure on the part of management to carry out some of its responsibilities, the letter said.

The object of the proposed meeting will be to lay the groundwork for a revision of labour-management relations in the inland shipping industry, and the letter mentions forthcoming collective bargaining negotiations as among the matters that need to be discussed by the trustees and the companies' representatives.

In Parliament Last Month

(page numbers refer to Hansard)

Among the bills passed by the House during December were amendments to the Old Age Assistance Act, the Disabled Persons Act, the Blind Persons Act, the Emergency Gold Mining Assistance Act, and the Railway Act.

Bill C-125, to amend the Old Age Assistance Act, the Disabled Persons Act and the Blind Persons Act, increased the maximum amount of assistance or allowance to $75 a month. It was introduced and given first reading on December 6 (p. 5519), second reading on December 10 (p. 5658) and third reading on December 12 (p. 5752).

Bill C-124 to amend the Emergency Gold Mining Assistance Act, extended its application to the years 1964, 1965, 1966 and 1967. It, too, was introduced (p. 5510) and given first reading on December 6 (p. 5519). It was given second (p. 5610) and third reading on December 9 (p. 5619).

Bill C-110, to amend the Railway Act, allowed certain grants to be made from the railway grade crossing fund for a further period of three years from January 31, 1964. Introduced (p. 5071) and given first (p. 5079) and second reading on November 25 (p. 5087), it was given third reading on November 26 (p. 5109).

On December 6, the Minister of Transport introduced a measure to authorize the implementation of certain recommendations of the Royal Commission on Transportation with respect to the rationalization of branch lines and passenger train services; the fixing of freight rates under, and consistent with a national transportation policy suited to modern transportation conditions; the payment of certain subsidies; and other matters (p. 5510).

The Department of Labour estimates relating to industrial relations activities were passed (p. 6162). These activities included the administration of the Industrial Relations and Disputes Investigation Act, the Canada Fair Employment Practices Act, the Female Employees Equal Pay Act, the Fair Wages and Hours of Labour Act, the Annual Vacations Act, and regulations; and the promotion of labour-management co-operation.

The first session of the 26th Parliament prorogued on December 21 (p. 6377). Opening on May 16, it had occupied 23 weeks.

During the session Parliament passed the Maritime Transportation Unions Trustees Act, amended the Technical and Vocational Training Assistance Act to increase support for the construction of training facilities and the provision of training, approved measures to stimulate industrial expansion through tax incentives, established the Economic Council of Canada, increased the number of members of the Atlantic Development Board and provided a capital development fund of $100,000,000, established a Department of Industry, adopted measures to provide tax incentives for industrial expansion in areas of slow economic growth and serious and persistent unemployment, increased the pension paid under the Old Age Security Act to $75 a month from $65, and pension payments to those receiving old age assistance and blindness and disability allowances by a like amount, increased the incentives to municipal winter works and expanded the construction of federal works during the winter, established a bonus to encourage the building of houses during the winter, and approved an experimental program to encourage the employment and training of unemployed older workers.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force (a) (000)	December	6,774	− 0.4	+ 3.0
Employed (000)	December	6,428	− 1.0	+ 4.4
Agriculture (000)	December	581	− 5.2	− 0.2
Non-agriculture (000)	December	5,847	− 0.6	+ 4.8
Paid workers (000)	December	5,325	− 0.6	+ 4.4
At work 35 hours or more (000)	December	5,467	+15.2	− 2.1
At work less than 35 hours (000)	December	807	−48.8	+19.7
Employed but not at work (000)	December	154	−12.5	+15.8
Unemployed (000)	December	346	+14.2	−16.4
Atlantic (000)	December	50	+11.1	−28.6
Quebec (000)	December	130	+17.1	−15.6
Ontario (000)	December	89	+18.7	− 4.3
Prairie (000)	December	37	+ 2.8	−27.5
Pacific (000)	December	40	+11.1	−13.0
Without work and seeking work (000)	December	326	+14.0	−15.8
On temporary layoff up to 30 days (000)	December	20	+17.6	−25.9
Industrial employment (1949=100)	October	129.3	− 0.8	+ 3.1
Manufacturing employment (1949=100)	October	119.2	− 0.9	+ 2.8
Immigration	1st 9 mos.	69,344	—	+22.6
Destined to the labour force	1963	34,730	—	+21.8
Strikes and Lockouts				
Strikes and lockouts	December	32	−27.3	+10.3
No. of workers involved	December	4,341	−29.9	+19.2
Duration in man days	December	38,320	−24.9	−32.4
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	October	$84.67	+ 0.5	+ 3.7
Average hourly earnings (mfg.)	October	$ 1.96	+ 1.0	+ 3.7
Average hours worked per week (mfg.)	October	41.3	0.0	0.0
Average weekly wages (mfg.)	October	$80.93	+ 0.8	+ 3.8
Consumer price index (1949=100)	December	134.2	+ 0.1	+ 1.7
Index numbers of weekly wages in 1949 dollars (1949=100)	October	144.7	+ 0.5	+ 2.2
Total labour income $000,000.	October	1,896.4	− 0.6	+ 7.5
Industrial Production				
Total (average 1949=100)	November	210.7	+ 2.1	+ 8.3
Manufacturing	November	187.2	+ 1.4	+ 7.8
Durables	November	190.9	+ 3.4	+ 9.4
Non-durables	November	180.0	− 0.3	+ 6.3
New Residential Construction (b)				
Starts	December			
Completions	December			

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Industrial and Geographic Distribution of Union Membership in Canada, 1963

Membership statistics obtained from individual union locals are broken down by industry, province and labour market area

Union membership in Canada at the beginning of 1963 totalled 1,449,200, according to survey returns received by the Economics and Research Branch of the Department of Labour directly from national and international union headquarters, central labour congresses, and independent local organizations. This total represents a net increase of 26,000 over the previous year's figure.

The data obtained from the survey were published in the 1963 edition of *Labour Organizations in Canada,* a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations, with names of their principal officers and publications and the distribution of their locals. The statistical data contained in the handbook are Canada-wide totals broken down by congress affiliation and type and size of union.

The tables on the following pages supplement the information included in *Labour Organizations in Canada* by showing the distribution of union membership in Canada by industry, province and labour market area. The tables are based on information obtained in a separate survey directed, at the beginning of the year, to individual local unions across the country. In this survey, each local union was requested to report the total number of its members, and the industry and location in which all or most of them were employed.

Table 1 gives a distribution of union membership by industry on the basis of the DBS Standard Industrial Classification (1960). The data are shown for the most part on the "major group" level. In instances where more detail could usefully be provided, care was taken to adhere to combinations of recognized industrial subgroups. For the railway industry, which is not further subdivided in the standard classification, subtotals are provided to show the division of membership between the operating and non-operating sectors.

Included as a supplement to the first table, Table 2 shows in alphabetical order the names of international and national unions or independent local organizations that account for more than one tenth of the union membership within the industry groups. The table thus does not necessarily show all organizations active within any particular industry group, but only those having more than 10 per cent of the organized workers in the group.

In Table 3 union membership in Canada is broken down by province, and Table 4 shows its distribution by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, a labour market area corresponds to the area served by a local office of the National Employment Service. In some cases labour market areas consist of two or more NES local office areas. These composite areas are identified by an asterisk and the local office areas they comprise are listed in the Appendix to Table 4.

Locals accounting for just over 7 per cent of the membership total indicated that their members were dispersed throughout several locations in different areas or provinces. Since these locals and their membership could not be allocated to any one area or province, they have been classified to "two or more provinces" or "two or more areas" in Tables 3 and 4.

At the beginning of 1963 more than 7,000 union locals with a total of one and one-half million members were active in Canada, and although the survey met with a generally excellent response, not all of the locals supplied the required data. The number of locals from which no information was obtained appears in Tables 1 and 3. The corresponding entry for these locals in the membership column in Tables 1 and 3 represents the difference between the Canada-wide membership total based on the survey of union headquarters mentioned earlier and the membership reported by the responding locals.

The uneven quality of the basic source data and the practical difficulties inherent in the processing of the returns necessarily reduce the accuracy of the results. The statistics presented here, therefore, indicate only in a broad and approximate way the industrial and geographic distribution of organized labour in Canada.

The information for this article was obtained by the Collective Bargaining Section of the Economics and Research Branch from local union secretaries, whose co-operation is gratefully acknowledged.

TABLE 1—UNION MEMBERSHIP BY INDUSTRY, 1963

Based on Standard Industrial Classification (1960)

Industry	Locals	Membership
Forestry*	**24**	**39,800**
Fishing and Trapping	**8**	**4,300**
Mines	**173**	**51,000**
Metals	94	34,300
Mineral fuels	38	9,200
Non-metal	27	7,000
Quarries	12	400
Incidental services	2	100
Manufacturing	**2,312**	**589,500**
Food	296	62,600
Beverages	63	9,300
Tobacco products	14	5,400
Rubber	35	12,700
Leather	56	10,600
Textiles	123	31,500
Knitting mills	24	3,600
Clothing	100	41,100
Wood	87	23,900
Furniture and fixtures	53	8,300
Paper	302	74,000
Printing and publishing	191	29,700
Primary metals	118	62,400
Metal fabricating	219	35,700
Machinery	102	19,500
Transportation equipment	123	72,300
Electrical products	115	43,500
Non-metallic mineral products	121	18,600
Petroleum and coal products	25	4,300
Chemical products	90	15,200
Miscellaneous manufacturing	55	6,300
Construction	**522**	**147,200**
Transportation and Utilities	**2,044**	**324,200**
Air transport and incidental services	70	7,200
Water transport and incidental services	75	34,000
Railway transport	1,060	134,500
Running trades	*332*	*34,300*
Non-operating employees	*728*	*100,200*
Truck transport	35	21,200
Buses and streetcars	54	19,000
Other transport	12	2,000
Storage	23	5,000
Communication	586	66,000
Power, gas and water	129	35,300
Trade	**178**	**43,600**
Finance	**10**	**800**
Service Industries	**472**	**104,600**
Education	113	9,900
Health and welfare	153	49,500
Recreational service	78	19,700
Services to business	7	400
Personal services	109	22,600
Miscellaneous services	12	2,500
Public Administration	**599**	**84,600**
Federal administration	34	3,400
Provincial administration	68	16,400†
Local administration	497	64,800
Industry not reported	**22**	**5,200**
No return	**709**	**54,400**
Totals	**7,073**	**1,449,200**

*Includes some sawmilling.

†The corresponding figure for 1962, shown as 25,100 in the March 1962 issue of the Labour Gazette, is revised to 17,100.

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TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1963

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Forestry	Bush Workers, Farmers' Union (Ind.) Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Fishing and Trapping	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
Mines	
Metal	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Mineral fuels	Mine Workers (Ind.)
Non-metal	Mining Employees' Federation (CNTU)
Quarries	Cement Workers (AFL-CIO/CLC) National Council of Canadian Labour (Ind.) Steelworkers (AFL-CIO/CLC)
Incidental services	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Manufacturing	
Food	Bakery Workers (CLC) Packinghouse Workers (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC) Teamsters (Ind.)
Beverages	Brewery Workers (AFL-CIO/CLC) CLC-chartered locals Distillery Workers (AFL-CIO/CLC)
Tobacco products	Tobacco Workers (AFL-CIO/CLC)
Rubber	Rubber Workers (AFL-CIO/CLC)
Leather	Butcher Workmen (AFL-CIO/CLC) Leather and Plastic Workers (AFL-CIO/CLC) Leather and Shoe Workers' Federation (CNTU) Packinghouse Workers (AFL-CIO/CLC)
Textiles	Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Knitting mills	Clothing Workers Federation (CNTU) National Council of Canadian Labour (Ind.) Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC)
Clothing	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies Garment Workers (AFL-CIO/CLC)
Wood	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Furniture and fixtures	Steelworkers (AFL-CIO/CLC) Upholsterers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC) Woodworkers Federation (CNTU)
Paper	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Printing and publishing	Bookbinders (AFL-CIO/CLC) Lithographers (Ind.) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)
Primary metals	Metal Trades Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Metal fabricating	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Machinery	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Transportation equipment	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC)
Electrical products	I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)
Petroleum and coal products	Oil Workers (AFL-CIO/CLC)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1963 (Concl'd)

Industry Group	Unions Comprising More than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Chemical products	Chemical Workers (AFL-CIO/CLC) CNTU-chartered locals Oil Workers (AFL-CIO/CLC)
Miscellaneous manufacturing	Auto Workers (AFL-CIO/CLC) CLC-chartered locals Chemical Workers (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC)
Construction	Building Workers' Federation (CNTU) Carpenters (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
Transportation and Utilities	
Air transport and incidental services	Air Line Flight Attendants (CLC) Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC) T.C.A. Sales Employees (Ind.)
Water transport and incidental services	I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO)
Railway transport	
Running trades	Locomotive Engineers (Ind.) Locomotive Firemen and Enginemen (AFL-CIO/CLC) Trainmen (AFL-CIO/CLC) Railway Conductors (Ind.)
Non-operating employees	Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)
Truck transport	Teamsters (Ind.)
Buses and streetcars	Railway, Transport and General Workers (CLC) Street Railway Employees (AFL-CIO/CLC)
Other transport	Railway Clerks (AFL-CIO/CLC)
Storage	Railway Clerks (AFL-CIO/CLC) Teamsters (Ind.)
Communication	Canadian Telephone Employees (Ind.) Letter Carriers (CLC) Postal Employees (CLC) Traffic Employees (Ind.)
Power, gas and water	I.B.E.W. (AFL-CIO/CLC) Public Service Employees (CLC)
Trade	Retail Clerks (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC)
Finance	Commerce Employees' Federation (CNTU)
Service Industries	
Education	Public Employees (CLC) Public Service Employees Federation (CNTU)
Health and welfare	Building Service Employees (AFL-CIO/CLC) Public Employees (CLC) Service Employees' Federation (CNTU)
Recreational services	Musicians (AFL-CIO/CLC)
Services to business	Commercial Telegrahers (AFL-CIO/CLC) I.B.E.W. (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC)
Personal services	Hotel Employees (AFL-CIO/CLC)
Miscellaneous services	Building Service Employees (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC) Teamsters (Ind.)
Public Administration	
Federal administration	CLC-chartered locals Fire Fighters (AFL-CIO/CLC) Machinists (AFL-CIO/CLC)
Provincial administration	B.C. Government Employees (CLC) Saskatchewan Government Employees (Ind.)
Local administration	Fire Fighters (AFL-CIO/CLC) Public Employees (CLC) Public Service Employees (CLC)

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TABLE 3—UNION MEMBERSHIP, BY PROVINCE, 1963

Province	Number of Locals	Locals Reporting	
		Number	Membership
Newfoundland	111	98	20,300
Prince Edward Island	34	30	1,600
Nova Scotia	334	302	41,100
New Brunswick	284	249	27,400
Quebec	1,751	1,485	360,200
Ontario	2,675	2,403	553,000
Manitoba	310	289	62,400
Saskatchewan	356	321	43,400
Alberta	408	387	63,000
British Columbia	784	779	188,600†
Yukon and Northwest Territories	9	5	600
Two or more provinces*	17	16	33,200
No return	.....	709	54,400
Totals	7,073	7,073	1,449,200

*Mainly Seafarers, Railroad Telegraphers, Commercial Telegraphers and Actors' Equity.

†The corresponding figure for 1962, shown as 193,000 in the March 1962 issue of the Labour Gazette, is revised to 185,000.

TABLE 4—UNION MEMBERSHIP, BY LABOUR MARKET AREA, 1963

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Newfoundland			
Corner Brook	24	3,100	
Grand Falls	20	2,600	
St. John's	50	9,400	
Two or more areas	2	5,000	
Prince Edward Island			
Charlottetown	26	1,300	Summerside
Nova Scotia			
Amherst	13	1,000	Bridgewater, Inverness, Liverpool,
Halifax	88	15,500	Springhill, Yarmouth
Kentville	25	14,600	
New Glasgow	43	4,900	
Sydney	76	13,900	
Truro	19	1,000	
Two or more areas	3	600	
New Brunswick			
Bathurst	21	2,200	Minto, Newcastle, St. Stephen,
Campbellton	22	2,700	Sussex, Woodstock
Edmundston	18	1,700	
Fredericton	23	1,100	
Moncton	51	6,700	
Saint John	78	10,000	
Quebec			
Asbestos	5	1,400	Maniwaki, Mont Laurier
Beauharnois	10	1,300	
Buckingham	11	1,300	
Drummondville	24	4,300	
Farnham—Granby*	45	5,700	
Gaspe*	11	1,400	
Hull* (included with Ottawa, Ont.)			
Joliette	36	3,700	
La Tuque	12	1,500	
Lac St. Jean*	113	15,200	
Lachute—Ste. Therese*	18	2,900	
Montmagny	8	1,700	
Montreal*	535	193,300	
Quebec—Levis*	159	32,100	
Quebec North Shore*	36	6,300	
Rimouski	16	1,800	
Riviere du Loup	18	1,500	
Rouyn—Val d'Or*	34	3,100	
St. Hyacinthe	25	4,800	
St. Jean	25	3,500	
Ste. Agathe—St. Jerome*	19	3,500	
Shawinigan	34	5,900	
Sherbrooke*	75	11,500	
Sorel	21	3,100	
Thetford—Megantic—St Georges*	28	3,900	

TABLE 4—UNION MEMBERSHIP, BY LABOUR MARKET AREA, 1963—Concluded

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Quebec—Concluded			
Trois Rivieres	59	10,000	
Valleyfield	18	3,000	
Victoriaville	28	3,600	
Two or more areas	15	21,500	
Ontario			
Barrie	19	1,200	Arnprior, Bracebridge,
Belleville—Trenton*	54	6,100	Carleton Place,
Brampton	19	2,600	Collingwood, Gananoque,
Brantford	50	7,200	Goderich, Hawkesbury,
Brockville	20	2,600	Leamington, Lindsay,
Chatham	21	2,600	Listowel, Midland,
Cobourg	18	1,200	Napanee, Orillia,
Cornwall	30	5,000	Parry Sound, Perth,
Fort Frances	16	1,600	Picton, Prescott, Renfrew,
Fort William—Port Arthur*	116	23,700	Sious Lookout, Sturgeon Falls,
Galt	50	4,700	Walkerton, Wallaceburg.
Guelph	52	5,900	
Hamilton	156	47,800	
Kapuskasing	12	5,200	
Kenora	28	3,400	
Kingston	38	7,100	
Kitchener	62	13,100	
London	97	19,800	
Niagara Peninsula*	173	28,000	
North Bay	44	5,000	
Oshawa	48	19,800	
Ottawa—Hull*	130	25,000	
Owen Sound	16	1,600	
Pembroke	27	2,300	
Peterborough	50	7,300	
St. Thomas	39	2,800	
Sarnia	35	6,800	
Sault Ste. Marie	45	10,200	
Simcoe	16	1,100	
Smiths Falls	19	1,400	
Stratford	33	2,400	
Sudbury*	71	28,700	
Timmins—Kirkland Lake*	61	5,600	
Toronto*	509	177,600	
Windsor	83	27,000	
Woodstock—Tillsonburg*	23	3,700	
Two or more areas	20	30,800	
Manitoba			
Brandon	32	1,800	Dauphin, Portage la Prairie
Flin Flon	12	2,900	
The Pas	12	3,100	
Winnipeg	216	53,700	
Two or more areas	1	500	
Saskatchewan			
Moose Jaw	38	4,200	Estevan, Lloydminster,
North Battleford	18	1,700	Swift Current.
Prince Albert	31	3,200	
Regina	77	13,300	
Saskatoon	90	11,100	
Weyburn	8	1,200	
Yorkton	27	1,700	
Two or more areas	5	5,100	
Alberta			
Blairmore	12	1,400	Drumheller, Edson, Red Deer
Calgary	114	23,100	
Edmonton	151	30,400	
Lethbridge	40	2,700	
Medicine Hat	28	2,600	
Two or more areas	3	2,400	
British Columbia			
Central Vancouver Island*	58	13,200	Chilliwack, Dawson Creek,
Cranbrook	27	4,000	Princeton, Quesnel
Kamloops	34	2,800	
Kitimat	7	1,700	
Okanagan Valley*	57	8,700	
Prince George	34	3,400	
Prince Rupert	35	3,800	
Trail—Nelson*	40	5,800	
Vancouver—New Westminster*	360	120,800†	
Victoria	89	15,000	
Two or more areas	7	6,900	

*Indicates labour market area comprising two or more NES local office areas. See Appendix.

†The corresponding figure for 1962, shown as 128,000 in the March 1962 issue of the Labour Gazette, is revised to 120,000.

LABOUR MARKET AREAS COMPRISING TWO OR MORE LOCAL OFFICE AREAS

Labour market areas appear in bold type, followed by names of the component NES local office areas in light type.

Québec

Farnham-Granby: Cowansville, Farnham, Granby. **Gaspé:** Causapscal, Chandler, Gaspé, Matane, New Richmond. **Lac St. Jean:** Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. **Lachute-Ste Thérèse:** Lachute, Ste Thérèse. **Montréal:** Montréal, Ste Anne de Bellevue. **Québec-Lévis:** Lévis, Québec. **Québec North Shore:** Baie Comeau, Forestville, La Malbaie, Sept Iles. **Rouyn-Val d'Or:** Rouyn, Val d'Or. **Ste Agathe-St Jérôme:** Ste Agathe, St Jérôme. **Sherbrooke:** Magog, Sherbrooke. **Thetford-Mégantic-St Georges:** Mégantic, Thetford Mines, Ville St Georges. **Trois Rivières:** Louiseville, Trois Rivières.

Ontario

Belleville-Trenton: Belleville, Trenton. **Fort William-Port Arthur:** Fort William, Port Arthur. **Niagara Peninsula:** Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. **Ottawa-Hull:** Hull, Que., Ottawa, Ont. **Sudbury:** Elliot Lake, Sudbury. **Timmins-Kirkland Lake:** Kirkland Lake, Timmins. **Toronto:** Long Branch, Newmarket, Oakville, Toronto, Weston. **Woodstock-Tillsonburg:** Tillsonburg, Woodstock.

British Columbia

Central Vancouver Island: Courtenay, Duncan, Nanaimo, Port Alberni. **Okanagan Valley:** Kelowna, Penticton, Vernon. **Trail-Nelson:** Nelson, Trail. **Vancouver-New Westminster:** Mission City, New Westminster, Vancouver.

Annual Labour Briefs to Cabinet

Canadian Labour Congress and National Legislative Committee of International Railway Brotherhoods make annual submission of legislative recommendations. CNTU presentation delayed

The Canadian Labour Congress and the National Legislative Committee of the International Railway Brotherhoods made their annual presentation of memoranda to the federal Cabinet on December 11 and 12 respectively, exactly a year from the dates they had made their previous presentations. The Confederation of National Trade Unions is expected to appear before the Cabinet in February.

The CLC's brief was read by Claude Jodoin, President of the Congress. Prime Minister Pearson and 13 members of his Cabinet attended the presentation, and the Prime Minister and Hon. Allan MacEachen, Minister of Labour, replied on behalf of the Government. The Railway Committee Room of the Parliament Buildings was filled to capacity by an audience consisting of CLC officials, trade union representatives, members of the federal Civil Service, and others.

The Congress again made clear its stand with regard to the Government trusteeship over the Canadian maritime transport unions, and gave its views on unemployment and the economic situation in general, and on a number of other matters.

The Railway Brotherhoods' memorandum was presented by J. A. Huneault, Chairman of the Committee, attended by five of the other six members. The Committee asked the Government to give serious consideration to measures for dealing with unemployment, and it repeated its request for amendment of the Railway Act to provide compensation for railway employees displaced by technological changes. A number of other questions were also touched on.

The Brotherhoods' delegation was received by Hon. Lionel Chevrier, Acting Prime Minister in the absence through illness of Mr. Pearson. The Minister of Labour and Hon. George McIlraith, Minister of Transport, joined Mr. Chevrier in replying for the Government.

The CLC Brief

The CLC in its brief expressed qualified and reluctant approval of the establishment of a government trusteeship over the Canadian maritime transport unions. The Congress said that the consequences of the Maritime Transportation Unions Trustees Act, under which the trusteeship was set up, were so far-reaching, and the time the Act had been in effect so short, that it was "still virtually impossible at this moment to gauge its result."

The Act could be regarded as part of a general trend toward more active intervention by governments in trade union affairs, or it could be looked at from the point of view of freedom of association, the brief said. But the Congress's view was that it "must be examined in the light of the circumstances which led to its enactment, and of the need to preserve the public interest in the broadest sense of that term . . . .

"The imposition by force of law of a trusteeship over certain maritime unions, and more particularly the Seafarers' International Union of Canada, reflected a situation that could no longer be considered open to solution by other than government action." But the Congress made "very considerable" efforts to bring peace and order to the waterfront by voluntary means.

It was impossible to arrive at an agreement over the terms of composition of a voluntary trusteeship without jeopardizing "our own independence as a Canadian labour movement . . . . The obvious misunderstanding and misinterpretation which were given in the United States to the situation . . . led eventually to the complete breakdown in negotiations for a voluntary trusteeship, and we were forced to recognize the need for the type of legislation contained in the Maritime Transportation Unions Trustees Act."

The Congress said it had confidence in the trustees that were appointed and in their integrity and sense of public service.

The Act had created uneasiness among Congress members but the CLC's misgivings about the Act had been tempered to some extent by the Government's obvious reluctance to enact it, the brief said. "We choose to regard it, not as a precedent for further legislation of this sort, but instead as an action taken in the face of a situation which required extraordinary measures. Otherwise our opposition to this Act would have been plainly manifest, and we would not have identified ourselves with it."

Here the Congress took advantage of the opportunity to clarify certain misunderstandings.

> Whatever differences may have arisen over the question of trusteeship and its administration, they do not reflect a conflict between national and international trade unionism . . . What has been brought into clear focus is something else entirely, namely, the importance of establishing once and for all the fact that Canadian trade unions must be free to develop their own policies in the light of conditions in their own country.

Referring to the Norris report, the CLC expressed regret that neither its recommendations nor the legislation recognized that employers had been irresponsibly involved in the affair. "Where there is a corrupt union leader, there will also be found an employer willing to be his accomplice," the brief declared, and argued that it was "less than just that the burden of trusteeship should have been imposed on trade unions alone, and more particularly on four of the five unions involved which emerged from the Norris inquiry with a clean bill of health."

Strikes

The brief commended the Government for not yielding to pressure on it to intervene during the longshoremen's strike in Quebec, at a time when it seemed that the strike might delay wheat shipments to the Soviet Union. "There were many voices calling upon you to intervene, to bring the strike to a halt . . . regardless of what would happen to the workers involved and to the right of their union to conduct a legitimate strike."

The CLC pointed out that the strike occurred after protracted negotiations and conciliation, and after the required proceedings under the Industrial Relations and Disputes Investigation Act. The dispute was eventually settled voluntarily.

The CLC admitted that it had caused inconvenience and annoyance to some and misgivings to others, but said that these were some of the inevitable consequences of industrial disputes, and constituted one of the calculated risks that any free society must take.

Referring to the strike of loggers in Northern Ontario last winter in which three strikers were shot and killed, the Congress reflected on the justice of court decisions that had imposed fines of $100 each on those charged with the shootings, and of $200 each on strikers who had been convicted of unlawful assembly in connection with the same occurrence.

Unemployment

Although there had been a modest reduction in the number of unemployed during the year, and some improvement in the economy—the large sales of Canadian wheat abroad was an encouraging development—unemployment will continue to be one of our principal problems, the Congress said.

Because it had repeatedly put itself on record concerning unemployment and had offered solutions, the CLC recounted them only briefly in its submission: a program of planned deficit financing, a very substantial expansion in the public sector of the economy, and increases in social security benefits and reductions in tax rates for those with low incomes—since the beneficiaries of such measures have "the greatest propensity to consume and any additions to their incomes would be reflected immediately in new purchases."

The brief expressed satisfaction with various measures the Government had taken to relieve unemployment and to spread work more evenly over the year: incentives to winter house-building, extension of the municipal winter works incentive program, establishment of the Municipal Development Loan Fund, and provision

of more funds for training. It also approved of the recent increase in old age security benefits.

The Government's proposed Manpower Consultative Service, the CLC said, might make a significant contribution to the problems of technological change and unemployment.

The Congress considered, however, that the measures already taken and those proposed were not enough to produce the degree of economic activity required to "satisfy the need for jobs and for progressively improving the standard of living." It disagreed with the Government's budgetary policies, and it argued that this was not the time "for trying to balance budgets and increasing tax revenues through such devices as extension of the sales tax on building materials and machinery."

On the contrary, the Government should "have faced up to continued budgetary deficits and the use of fiscal and monetary policies to stimulate the economy to a consistently high performance," involving considerably more than had so far been undertaken in this direction. "In short, we favour economic planning," the brief said.

It welcomed the establishment of the Economic Council of Canada as a desirable step in the direction of such planning, and referred with satisfaction to the Council's terms of reference that required it to discuss with major economic groups and organizations plans for production and investment that would best promote "a high and consistent rate of economic growth."

Canada Pension Plan

Some concern was shown in the brief at the delay in setting up the proposed Canada Pension Plan; but the CLC said it was glad to note the Government's evident determination to go ahead with the plan.

It referred to "an extensive campaign" being waged by "the insurance industry" to prevent the pension plan from becoming a reality. But it said that this should not deflect the Government from giving effect to "socially desirable policies."

Unemployment Insurance Act

The Congress expressed approval of the recommendations of the Gill Committee of Inquiry into the Unemployment Insurance Act that related to: universal coverage of all employees, general pooling of risk, establishment of a new insurance class, increase in the ratio of benefit to previous earnings, and the maintenance of the same rates for extended benefits as for regular benefits.

It was also very much in favour of the proposal to transfer the National Employment Service from the Unemployment Insurance Commission to the Department of Labour.

But it strongly opposed the proposal to reduce the maximum period of benefit from 51 to 26 weeks. It also opposed two recommendations that had to do with the accumulation of contributions and entitlement to benefit, which, it said would make it more difficult for claimants to establish eligibility than was now the case. It took exception to those recommendations that had to do with the definition of "earnings," which, if implemented, would deprive of benefit many thousands of workers who now qualify, it contended.

International Issues

The CLC reiterated its advocacy of the six-point program adopted at its fourth convention, which it had set out in the brief it presented last year (L.G., Jan. 1963, p. 15). But it expressed disappointment in the decision to equip Canadian forces with atomic weapons.

"The Canadian Labour Congress does not contemplate a neutralist or non-aligned position for Canada," the brief said, but it did support those who were against a "nuclear role for Canada's armed forces." Instead of trying to keep up with the atomic arsenals of the two big powers, "we should concentrate our military efforts on the things which we can produce ourselves within our economic and fiscal capabilities, and which will make our contribution a distinct and essential component of the over-all strategy of our alliances and partnerships."

The establishment of the Special Parliamentary Committee on Defence was welcomed as one of the things the CLC had asked for in its memorandum last year, as also were the Government's pledges to help in strengthening the political organs of the United Nations.

"Canada should also help strengthen the authority of the United Nations by ratifying the Conventions adopted by the UN and its Agencies. We refer in particular to the international instruments adopted by the International Labour Organization."

The Congress welcomed the announcement that the Government would double Canada's contribution to the United Nations Special Fund. It urged, however, that Canada's contribution to the assistance programs of the U.N. should be increased to at least 1 per cent of her gross national product.

Other Recommendations

The Congress was encouraged by the Government's "tariff-incentive scheme" to help the Canadian automobile industry; it welcomed such schemes to assist secondary industries to improve their efficiency and expand their exports.

At the same time, it urged proper safeguards to prevent dislocation of labour. If such schemes did result in dislocation of labour or capital, adequate compensation should be given to the employees and employers affected.

The brief favoured the passing of Bill C-15, to amend the Railway Act (Responsibility for Dislocation Costs), which, it said, would be "a great step forward in providing workers with the assurance that technological change would not merely result in their being thrown on the industrial scrap heap."

Canadian railways should face the consequences of problems created by technological changes they introduce, the CLC said. Over a period of years Canadian railways had "relentlessly pursued a course of change calculated to improve their efficiency."

We can readily appreciate the motives behind the railways' actions. Like any other industrial undertakings, they must constantly strive to operate as economically as possible. But we strongly object to the fact that the cost of improved efficiency is being borne by the workers in the industry.

Displaced railway workers are being thrown out of employment, sometimes after long years of service, and compelled to find employment under vastly different circumstances than any that they had been trained for or experienced.

It is not enough for them to be entitled to unemployment insurance benefits nor is it reasonable to assume that they should be forced to accept employment at lower wages or under inferior working conditions because the qualifications which made them good railway employees are not valuable in other industries. We consider that the consequences of redundancy should be faced up to by the railways which create it.

The CLC said the Government should take a more active role in determining the location of industry. In a number of cases —Windsor, Ont., was an example—both employees and communities had suffered from the transfer of plant operations.

The decision to establish plants in a particular community or to transfer a plant from one locality to another should not lie with the corporations alone. The far-reaching effects of the decision require that the Government should participate. If measures to remedy unemployment and provide full employment are to be the policy of your Government, they must include a position on this important matter.

The CLC in addition:

—Urged action by the Government to establish a minimum wage of $1.25 an hour and a maximum work week of 40 hours, to amend the Vacations With Pay Act, to introduce a new Fair Wages Act, and to amend the Industrial Relations and Disputes Investigation Act to provide for the check-off of union dues.

—Opposed the proposal adopted by organizations of municipalities in favour of what is commonly known as work for relief.

—Welcomed the establishment by the Government of the Preparatory Committee on Collective Bargaining in the Public Service, but opposed compulsory arbitration of disputes between the Government and its employees, favouring rather voluntary arbitration.

—Asked for income tax exemption with respect to the cost of tuition fees and other expenses connected with technical or educational evening courses for employed persons trying to improve their productive capacity.

—Reiterated its support of the Canadian Broadcasting Corporation as the principal broadcasting medium in Canada.

—Urged amendment of the Canada Elections Act to forbid an employer to prohibit or interfere with his employees' right to stand as candidates, or to engage in lawful activities in an election campaign.

—Asked the Government to consider "the adoption of a new sugar policy to rectify the present intolerable situation" relating to the price of sugar.

—Urged extension of the Industrial Relations and Disputes Investigation Act to the ship building and repair industry, and imposition of fair wage schedules on all government work done in private shipyards; establishment of a national advisory committee on fair employment practices; reservation of coastal and intercoastal trade to vessels built and manned in Canada, and reservation of trade in inland waters to Canadian and American vessels; establishment of a Canadian deep sea fleet by means of subsidies; establishment of an air transport industry council; and amendment of the Income Tax Act to allow loggers to claim deduction of expenditures for transportation to and from their place of work, board and lodging at logging camps when the logger has to maintain a separate establishment elsewhere, and on clothing and tools used in their work.

The Government's Reply

The Prime Minister

In replying to the Congress, Prime Minister Pearson said, with reference to the maritime union trusteeship, that the Government had taken the action it did with reluctance. It was not a course that it would care to take except in circumstances such as those that had prevailed last summer, in which, even with the help of the Congress, no alternative to Government intervention had been found.

Mr. Pearson recalled that at about the same time the Government had been urged to intervene with respect to the right to strike, and he said he was very glad that such intervention had not been necessary, and that the situation referred to had been corrected "without any violation of this right."

The unemployment situation, the Prime Minister said, was improving. Figures that had just come out showed a further reduction in unemployment, with the percentage of unemployment "lower than it has been for a good many years." But, he added, it was not low enough; and the Government would not be happy until it was down to where it should be.

Mr. Pearson said the Government accepted deficit financing, provided it "does what it is meant to do: to keep the economy moving and get people to work."

> For social services, and a combination of assistance schemes and to help the provinces meet their obligations, and for other purposes which we think will add to our employment, we have added a further $250,000,000 to our budget—last year's budget.

The Prime Minister expressed satisfaction that the Congress supported the Government's "desire to facilitate economic planning" through the formation of the Canadian Economic Council, and, regarding the Canada Pension Plan, he said that the Government thought that it should stand by its proposal for a national contributory portable pension scheme, and intended to proceed with such a plan as soon as possible.

The Minister of Labour

Within the framework of the maritime union trusteeship, the Government had tried to provide a situation that would recognize and abide by present collective agreements and would provide for their renegotiation in the normal way, the the Minister of Labour told the Congress delegation. He said that the trusteeship would not destroy or abrogate in any way the constitution and by-laws of the unions concerned, and that any such changes could be made only by the members of the unions themselves.

He pointed out that Parliament had provided for the termination of the trusteeship at the end of a three-year period, and that it could be extended only by the action of the Governor-in-Council, and was then subject to possible revocation at the request of any ten members of Parliament.

The intention of the Government was to let the trusteeship carry on its activities independently, the Minister said. The trustees were in certain respects union officers, and the Government did not wish to interfere with their day-to-day activities.

With reference to the way in which the Government had respected the longshoremen's right to strike, Mr. MacEachen said that what had happened in that matter had taught him the lesson that many of the "arguments of national peril" put forward in a time of crisis become obsolete almost as soon as the dispute is settled.

Although the unemployment situation had shown improvement, the Minister agreed that the present rate of unemployment was too high, and the Government intended to do everything possible to reduce it, he said.

Mr. MacEachen described the Winter House Building Incentive Program as "a great success." He said that the 26,000 applications received, covering more than 31,000 dwelling units, would provide substantial employment and would help to stabilize employment over the total 12-month period.

The volume of applications under the Municipal Winter Works Incentive Program, and the labour content of the program, this winter would greatly exceed those of any preceding winter, the Minister reported, saying that this justified the Government's decision to shorten the period of the program.

Any changes in the Unemployment Insurance Act made as a result of the recommendations of the Gill Committee would have to be carefully considered, Mr. MacEachen said, and "at the appropriate stage any principle affecting these changes ought to be sent to a Parliamentary committee so that further representations may be made by interested bodies."

International Railway Brotherhoods' Brief

By far the largest part of the brief of the National Legislative Committee of the International Railway Brotherhoods was devoted to a request for amendment of the Railway Act to provide "in clear and unmistakable language" for compensation for employees affected by the abandonment of railway lines.

This request, which the Committee has made in its submissions since 1958, took up 11 of the 21 pages in the brief. Requests for further changes in the Act, relating to level crossings, occupied another page.

Among the other requests and suggestions were many that had been made in earlier submissions, including:

—Transfer of the National Employment Service from the Unemployment Insurance Commission to the Department of Labour.

—Establishment of a Canadian Transportation Authority "to carry out a national policy affecting transportation."

—Consideration of four major recommendations on the effects of automation and technological change.

—Amendment of the Criminal Code to permit legal lotteries, the funds raised to be allocated to social services.

Unemployment Insurance Act

Dealing with the Unemployment Insurance Act, the Committee recommended that the National Employment Service be transferred from the Unemployment Insurance Commission to the Department of Labour, as recommended by the Gill Committee of Inquiry into the Unemployment Insurance Act.

The brief also expressed the desirability of having all employers register job vacancies and requirements with the NES. Further, it requested that the payment of unemployment insurance benefits by mail be extended to all regions of Canada, and that "consideration be given to expanding and improving the National Employment Service in an effort to achieve full employment in Canada."

The Railway Act

In its request for amendment of the Railway Act to make effective the principle of compensating railway employees affected by the abandonment of branch lines and similar changes, the Committee said:

> We most urgently request that amendments be made to the Railway Act by revising Section 182 to provide in clear and unmistakable language for compensation for financial loss caused to employees by any change whatsoever made in the operation of the railways which requires employees who are retained in the service to change their places of residence, whether such changes are authorized under Section 168 or any other portion of the Railway Act.
>
> We also request the same consideration for employees who are deprived of employment as is contemplated in the Canadian National-Canadian Pacific Act.

Earlier in the submission the Committee recalled how the Canadian National-Canadian Pacific Act, which had for its purpose the provision for co-operation between the Canadian National Railways and the Canadian Pacific Railway system, was amended in 1939 to provide for severance pay for "every employee who is deprived of his employment as a result of any . . . measure, plan or arrangement . . . by Canadian National Railways or Canadian Pacific Railways . . . "

> In addition, arrangements were provided for those who should be laid off and subject to call to return to work and for those who chose to resign and seek work elsewhere. Provision was also made to compensate displaced employees for financial loss occasioned by having to change their place of residence.

Many classes of employees are being affected by changes and reorganization by the railways, the brief continued. Branch lines are abandoned, small terminals eliminated, maintenance of way sections greatly extended, and stations closed.

"Over a recent two-year period, more than 150 station agents were removed from railways in Canada," the Committee said. "It is safe to say that the removal of such agents has resulted in a saving to the railways of three quarters of a million dollars a year."

And this is a continuing saving each year, whereas compensation would cost only a fraction of the saving made in one year and would be a one-time cost, the Committee pointed out.

The same principle applies, it said, in the case of all employees who are moved but retained in railway service.

> According to DBS, the reduction in the number of employees on Canadian railways in one recent year was almost 18,000, which constitutes almost ten per cent of the work force. Where such reductions can be made without affecting the efficient operation of the railways there can be no question that the railways have the right to make such reductions; but we do not believe they had the right to cause financial loss to their employees without some compensation . . .
>
> We have every reason to believe that reduction in staffs will continue for some time at least; and we urge the necessity for early action on our requests.

Automation and Technological Change

The brief commended the federal Government for initiating the establishment of an Economic Council of Canada. To assist the effective operation of the Council, the brief advanced four major recommendations:

> 1. Government policy should be primarily concerned with the human consequences of technological change and not only with the possibility of economic growth through increased production.
>
> 2. Close liaison should be developed between the Economic Council of Canada, the Advisory Committee on Technological Change, branches of the Department of Labour, and all other government agencies.

3. Co-ordination of research projects conducted by the Economic Council and the Department of Labour so as to avoid overlapping and duplication.

4. Expansion of and publicity on the services offered by the Department of Labour through the Manpower Consultative Service program.

National Transportation Policy

The brief urged the Government to set up a Canadian Transportation Authority in order to formulate and carry out a national transportation policy. This body would combine and expand the present functions, duties and responsibilities of the Board of Transport Commissioners, the Air Transport Board and the Canadian Maritime Commission, the brief said. The Authority would see to it that equitable competition was maintained between the various forms of transportation, and would co-ordinate transportation services in the interests of the Canadian public.

With respect to the St. Lawrence Seaway, the brief opposed a reduction of tolls or a rearrangement of financial obligations that "would circumvent the intention of Parliament in establishing the St. Lawrence Seaway Authority."

The Act provides that full recovery of construction and operating costs should be effected from the toll charges collected in the 50 years following 1959. A policy of inadequate seaway tolls would prevent this and would also provide seaway transportation with an unfair competitive advantage to the detriment of rail transportation, the brief asserted.

Air Pollution

Pointing out that millions of tons of pollutants were being released into the air every day, and that research had established a link between air pollution and cancer of the throat, lungs and stomach, the brief called for expanded government research on this problem.

The Committee expressed particular concern over the fact that during last July, 24 railway workers were stricken with carbon monoxide poisoning during a tour of duty "in the spiral tunnels of British Columbia," and required hospital treatment. The effects suffered by the remaining 150 employees was cause for additional concern.

Legal Lotteries

The brief called for amendment of the Criminal Code to permit legal lotteries, and suggested that the funds raised be allocated to social services. It pointed out that large amounts of money were annually leaving Canada in connection with lotteries conducted in other countries, and that race track betting has legal status in Canada.

Canada Pension Plan; Other Subjects

Supporting the Government on its proposed national contributory pension plan, the brief nevertheless expressed concern over the effect that the plan might have on the private pension plans in which many railway employees are now participating.

The brief supported the immigration of persons who could contribute to the development of the country, but stressed that Canada's skilled workers should be encouraged to remain in Canada. It commended the joint efforts of the federal and provincial Governments in the training of skilled workers, so that Canada need not depend on immigration to supply this type of labour.

The brief recommended the repeal of Subsection 6 of Section 265 of the Railway Act, which deals with the Railway Grade Crossing Fund. As the Act stands now, the Committee believes, it tends to reduce the number of grade separations that are built and appears to involve duplication of expense.

Concerned over the number of accidents at level crossings, the Committee again asked for action in this problem. But instead of repeating its request for the elimination of level crossings—which had been shown to be prohibitively expensive—the Committee in its brief recommended the installation of manual or signal protection at hazardous crossings. In addition, it suggested that the Minister of Transport request the National Research Council to conduct research on warning systems for use on all public and commercial vehicles.

On taxation, the brief urged that the basic exemptions under the Income Tax Act be increased, and that the basic exemptions under the Estate Tax be raised from the present $60,000 to $100,000. The present method of estate taxes on pensions and annuities requires widows to pay these taxes on amounts not yet received.

As in previous briefs since 1958, the Committee asked for legislation that would insure enforcement of improved health and sanitation standards for railway employees. A standard of sanitation and facilities equal to those provided for the travelling public should be given to railway employees, the Committee said.

The Committee again repeated its recommendation that labour be adequately represented on government-appointed boards and commissions.

The Government's Reply

Hon. Lionel Chevrier, Minister of Justice and Acting Prime Minister, was first to reply to the brief presented by the Railway Brotherhoods.

In reply to the request for establishment of a Canadian Transportation Authority to formulate and carry out a national transportation policy, the Acting Prime Minister said he remembered how the Turgeon Commission had strongly made that recommendation, and he had hoped one day to bring in an amendment to the various acts that would implement that recommendation (Mr. Chevrier is a former Minister of Transport).

But "there were so many amendments to the various statutes that had to be brought forward in order to implement all the recommendations of the Turgeon Commission that it was impossible to reach this one." The recommendation, which in his opinion had "a tremendous merit," had been discussed with keen interest at the time, but it had provincial implications as well, he pointed out.

As to the St. Lawrence Seaway tolls, he said there was an agreement between two countries and he did not think that any Government would dare change the policy of using tolls to amortize and recapture the cost of the facilities.

Replying to the request for legal lotteries, he stated the subject had come up for discussion at the recent Dominion-Provincial Conference. He said he personally favoured the establishment of lotteries, under provincial jurisdiction, but that there were other views also. He added that he would be reporting soon to the Cabinet on the views of the provinces.

The Minister of Labour

"I am very pleased that you recognize, as we do, the necessity of training and education and retraining in creating an adaptable labour force," the Minister of Labour told the delegation. He mentioned the additional assistance in training allowances and contributions for technical-training facilities that the federal Government was extending to the provinces.

Answering other points of the brief, he stated that steps had been taken to strengthen the personnel resources of the National Employment Service. As for severing the NES from the Unemployment Insurance Commission, as recommended by the Gill Committee, this matter "is under active consideration and we may be able to announce steps in that direction in the near future," he declared.

On the question of paying special attention to the human factors of technological change, he mentioned that the Department of Labour had established a new manpower consultative service to assist labour and management in particular plants to make studies and adjustments. He also said the Government hoped to encourage any suitable retraining programs and had in mind re-employment incentives to provide employment assistance for workers displaced by technological change.

The Minister of Transport

Hon. George J. McIlraith, Minister of Transport, dealing with the Committee's requests and recommendations concerning the Railway Act, said that one thing was quite clear: the legislation was out of date. He thought this was certainly true of Section 182 and the related sections.

Presenting another side to this question, the Minister of Transport said: "Now, I am not sure, in my mind, as to whether that kind of thing should be part of the negotiations and agreements or whether it should be part of legislation. There is a question there." He stressed that he would want to reserve the right to give further consideration to this question, as it was quite a serious matter.

As to the Railway Grade Crossing Fund, he said "legislation had been put through now and we can try extending the Grade Crossing Section of the Railway Act for another three years." A "technical change" was also to be made in the method of providing funds, facilitating the work of the Board of Transport Commissioners when it deals with the municipalities.

Although statistics of motor car accidents and fatalities presented a constant warning, during the last six years there had been a consistent decrease in the number of motor vehicle accidents at railway crossings when related to the total number of motor vehicle accidents, "so there is some real good being accomplished by that fund," the Minister observed.

Referring to the request for a national transportation policy, the Minister said he thought "it was imperative that we try to get forward with as much as we could of the MacPherson Royal Commission legislation because the railway legislation was so far out of date." The Government had progressed to the point where the proposed legislation was placed on the order paper, but it was obvious that it would not go through at the then current session and would have to stand over until early spring.

Because this matter would have to take priority over that of obtaining a Canadian Transportation Authority, there had been no decision and no real consideration for

setting up such an authority "and doing away or embodying the other transportation in it."

Some consideration had been given this matter in his own department, he said. He pointed out that some real problems would be involved—for example, incorporating into such a central body the Canadian Maritime Commission, which is primarily concerned with shipbuilding subsidies.

The Canadian Chamber of Commerce Submits Recommendations to Cabinet

Urges immediate implementation of recommendations of Gill Committee, proposes that all federal deputy ministers should be fluently bilingual, favours Ontario's kind of pension law

In its annual policy presentation to the federal Cabinet on December 6, the Canadian Chamber of Commerce urged the immediate implementation of the recommendations of the Gill committee of inquiry into the Unemployment Insurance Act.

It made a recommendation that it had not made in previous representations to the Cabinet in proposing that all deputy ministers of federal departments should be "fluently bilingual."

The delegation, headed by President Howard T. Mitchell, said the Chamber recognized that some Canadians were unable to provide adequate medical care for themselves and their families. It approved the measures proposed by the voluntary service and indemnity plans, and by some provincial governments, to provide medical coverage for these people; but it expressed the opinion that the contributions of governments at all levels should be made only on behalf of those who were unable to provide for themselves.

The Chamber's statement of policy, which was formulated at its 34th annual meeting in October, was presented under 46 headings and covered the broad subjects of: freedom of enterprise, human resources, material resources, external relations, finance, defence, transportation, and miscellaneous. In general, the recommendations followed closely those of previous years.

The Chamber, in referring to unemployment insurance, said that the Canadian system of support for the unemployed should be based primarily on insurance principles, and should be so administered that abuses were eliminated and public support for the system engendered. It repeated its previous assertion that "the original concept of unemployment insurance should not be expanded to embrace unemployment assistance by using contributions from non-seasonal employment to subsidize seasonal unemployment."

Regarding old age security, the Chamber favoured the kind of pensions legislation enacted in Ontario. "This legislation, which extends existing provisions for pensions, utilizes the existing savings media, thus aiding the economy by creating new capital which becomes available for industrial expansion and the creation of new employment opportunities. Further, this legislation maintains equity between all contributors and avoids subsidy between the various groups of the population," the Chamber said.

It expressed concern about the suggestions made in Parliament that a contributory wage-related government pension should be added to the present flat-rate government pension. "In such a plan, cross-subsidies between various groups are unavoidable, and, as in the United States, result in the highest subsidies to the highest income groups. Furthermore, a government contributory plan would withdraw large amounts of savings from the capital market to the great detriment of Canada's capital hungry economy."

The Chamber contended that "the role of the federal Government in further extensions into the field of old age security should be confined to assisting the provinces in the co-ordination of pensions legislation throughout the country . . . . Government-operated plans should be confined to the federal flat-rate pensions programs, with the possible addition of disability and survivors' benefits."

It added that pension arrangements should be reasonably uniform across the country, "since so many Canadians are employed with companies operating in more than one province."

Its often expressed concern about the continually rising burden of taxation in Canada was reiterated by the Chamber, and it suggested that some shift in emphasis from taxes on income to taxes on expenditure should be considered in order to encourage industrial expansion and

employment, and stimulate private initiative and effort. "Tax policy should be designed to encourage the flow of capital and resources into efficient industries and not into non-competitive uneconomic operations, which are wasteful of our natural resources," the statement said.

"Programs for further expenditures, for any purpose, must now be weighed against the regressive effects of increased costs of government upon the ability of the country to achieve a more rapid rate of growth which would itself go far toward achieving the socially desirable goal of such programs," the Chamber said. It again recommended a balanced budget as "a pressing objective."

Employer-Employee Relations

Under the heading of employer-employee relations, the Government was told that the Canadian Chamber was suggesting to its member Boards of Trade and Chambers of Commerce that they take the leadership in their communities in finding opportunities to promote closer collaboration and understanding between labour and business in seeking solutions to Canada's economic problems.

Ever-improving productive efficiency achieved in co-operation with labour will aid materially in the expansion of trade at home and abroad, the Chamber stated. Technological advances are essential to the country's general welfare and its economic strength.

But these should take into account and make provision for the human values involved through constant attention to education and retraining, the statement declared.

Handicapped and Older Workers

Employers should recognize the important contribution that special categories or workers, such as old-age or handicapped groups, could make to the nation's productive efforts, the submission said. It repeated previous recommendations to employers to give consideration to the suitable employment of older workers and physically handicapped persons and to the federal Government to encourage and support the provinces in developing co-ordinated rehabilitation programs, in which it should be given the fullest support by employers, workers, government and voluntary agents.

Besides recommending that all deputy ministers of federal departments should be fluently bilingual, the Chamber said that "within each Government department, French and English should be recognized as official languages, not only in theory but in practice"; that all federal Government forms and documents should be bilingual when practicable, or else be available in both languages; and that employees of the federal Civil Service should "be encouraged to take special training to develop greater understanding and facility in communications between the two major language groups of the country."

The Chamber urged that the Parliament of Canada should formally adopt and authorize a distinctive national flag, and that the federal Government should adopt officially approved texts in both official languages of "O Canada" as the official national anthem of Canada.

The Chamber asked that the Government, as a consistent policy, actively ensure a greater and more continuous flow of desirable immigrants to Canada.

Decisions of Umpire

(Continued from page 57)

expected to know what is the exact range of the prevailing rates of pay for all the (types of) employment which may be suitable in his particular case in the area in which he is prepared to accept work. It would, therefore, seem to me that, in the absence of definite evidence to show that a claimant, before making a statement of the kind which is alleged to have been made by the instant claimant, was reasonably informed by the interviewing officer of those rates and of the relevant provisions of the Act or Regulations, little, if any, value can be attached to such statement.

I consequently decide to allow the claimant's appeal.

5th Biennial Convention of the AFL-CIO

Gives Executive Council power to waive the internal disputes machinery in disputes between affiliates in Canada, when and if CLC adopts similar plan for handling jurisdictional fights

The power to adjudicate jurisdictional disputes between Canadian branches of international unions will be handed over by the AFL-CIO to the CLC "when and if" the Canadian organization adopts a plan for dealing with such disputes.

The 5th biennial convention of the AFL-CIO, held in New York from November 14 to 20, approved a recommendation to empower the AFL-CIO Executive Council to waive its internal disputes machinery in disputes involving the Canadian membership of international unions affiliated with both the AFL-CIO and the CLC, if that congress adopts a similar jurisdictional disputes plan.

The CLC had long been seeking autonomy in this matter.

The convention did not amend the AFL-CIO constitution to give clear and immediate recognition to the right of the Congress to be the final arbiter in these disputes, as the CLC had hoped, even though the convention resolutions committee had drafted a constitutional amendment.

The resolutions committee was working on a resolution submitted by the Pulp, Sulphite and Paper Mill Workers, who lost their position as bargaining agent at a British Columbia plant through an AFL-CIO ruling under its internal disputes plan. The resolution pointed out that the failure of the AFL-CIO to recognize the autonomy of the CLC had led to agitation for national unions in Canada.

The current CLC constitution provides that jurisdictional disputes between affiliates will be submitted to the CLC President, who "shall endeavour by consultation with the appropriate officers of both affiliates to settle the matter by voluntary agreement between such affiliates." If no voluntary agreement is reached, the President reports his recommendation to the Executive Council for a decision. If an affiliate refuses to comply with that decision, the Council submits the matter to a convention for action. It was under this provision in the constitution that the Seafarers' International Union was expelled.

The AFL-CIO's internal disputes plan (L.G., 1962, p. 38) provides for the arbitration of jurisdictional disputes by an impartial umpire. The umpire's decision may be appealed to federation's Executive Council but to date the umpire's decisions have stood.

Another question particularly affecting Canada—the government trusteeship over Canadian maritime transport unions—did not come before the convention, although it was a burning issue at the three-day convention of the Maritime Trades Department of the AFL-CIO, which was held just before the parent body's convention (see following story). At the MTD convention, George Meany, AFL-CIO president, declared that he was "opposed to Government-controlled trade unions here in the United States, in Africa, in Germany under Hitler, in Rusia under Stalin, and in the Dominion of Canada."

Unemployment and the civil rights issue were two of the main subjects of discussion at the convention. A move to allow the International Brotherhood of Teamsters to be re-admitted to the federation failed when it was strongly opposed by President Meany.

The convention was described as the quietest since the merger of the AFL and the CIO in 1955.

President's Address

President George Meany proposed the 35-hour work week now and a shorter one later on as a means of alleviating unemployment, and he described automation as a "curse" to society, with "no element of blessing in it."

In his presidential address, as further measures for wiping out unemployment, he called for an accelerated public works program, a substantial increase in the federal minimum wage and an extension of its scope, and lower income tax for those with small incomes.

"Unless we wake up and do something about it," Mr. Meany said, "our whole system as we know it today will go down the drain as a result of the automation and unemployment it is creating." He questioned the accuracy of the unemployment estimate of 5 per cent, placing it at nearer to 8 per cent. The reason for this, he said, was that the official figure took account of registered unemployed only, and did not include workers who did not register because they had no hope of finding employment.

Joseph Morris

Joseph Morris, Executive Vice-President of the Canadian Labour Congress, in his address as fraternal delegate to the convention, without explicitly mentioning the trusteeship question, referred to "the differences of opinion which have arisen between our two labour movements during the past few weeks and months," and went on to say plainly that "the leadership the Canadian labour movement has given in this matter has been based firmly upon our intention of preserving the right to determine our own affairs."

Canadian trade unionists have never been isolationists, Mr. Morris said. "More than 70 per cent of the membership of the Canadian Labour Congress is made up of members of international trade unions . . . We have taken the position of defending and promoting international unionism because we believe it is a correct position in a continent with the complementary economies and institutions found in North America. We have, too, within the Canadian Labour Congress, as you have also within the AFL-CIO, purely national unions where that type of organization is felt to be appropriate.

"You should be aware that during the last few years there has been the understandable development of national feeling in Canada and a growing desire for greater national self-determination within the family of free nations. The dispute relating to the maritime union situation has focussed sharp attention on these sentiments of nationalism and self-determination. The position taken by the Canadian labour movement in this matter has received almost unanimous editorial and public support.

"In each of our nations, from time to time, legislation is enacted which has some bearing on the institutions of the other . . . When such matters are before our legislative bodies," Mr. Morris continued, "we make representations to the authorities involved . . . Our representations are based on the wishes and best interests of our members.

"The Canadian labour movement reserves the right to determine democratically what those wishes are and where the best interests of its members lie. We are happy to seek advice and counsel of fraternal organizations, but whatever decision is finally taken, that decision must be ours."

Toward the end of his address, the speaker repeated, "Above all, we believe that we must retain our right to make decisions concerning our own national affairs. To do less would be to surrender our sovereignty. We must retain the power to make decisions—right or wrong—which affect us and the welfare and progress of those whom we represent."

President Kennedy

President Kennedy called unemployment "the basic issue" and asked for organized labour's help in getting his economic program through Congress. The nation did not "dare to wait until it is too late" for the passing of a bill to reduce taxes; the bill offers a promise of new jobs for two or three million now out of work, he said.

"We urgently need that tax cut as insurance against a recession next year," the President said. The "whole economic climate" is already affected, he contended, by lack of work for 4,000,000 people, and by a rate of unemployment in 1963, a "year of prosperity," as high as it was in 1954, "a year of recession."

Productivity goes up so fast, so many millions come into the labour market, that unless we have the most extraordinary economic progress in the history of our country, we cannot possibly make a dent in the 5.5 per cent jobless figure.

Some considered civil rights the number one issue, President Kennedy said, and he agreed that the nation "needs the passage of our bill if we are to fulfil our constitutional obligations." But, he continued, "No one gains from a fair employment program if there is no employment to be had. No one gains by being admitted to a lunch counter if he has no money to spend. No one thinks much of the right to own a good home and to sleep in a good hotel or to go to the theatre, if he has no work and no money."

Willard Wirtz

A statutory reduction of the work week would "at best only spread unemployment," and at the worst "would so increase costs as to curtail markets and reduce jobs," U.S. Secretary of Labor Willard Wirtz told the delegates. He added that it would also mean giving up the standard of living that the United States could attain as a nation by continuing with the present work week.

One of the things affecting employment was that the private economy was not at present producing anything like enough jobs for people who want to work. Another was that an increasing number of people were not qualified to do the jobs that today's automated economy would provide even if it expanded.

There was no reason to be afraid of machines, Mr. Wirtz contended. "We can use in this country all the things and services, all the machines, and all that the working men and women can produce. There is great reason, however, to be concerned about how hard it is to get people who are educated and trained to see what machines are doing to people who are not educated and trained."

The nation faced a problem in unemployment resulting from automation, but he found encouragement in the growth of the economy during the past three years, in the increase in earnings, in the rejection of the idea that depressions were inevitable, and in the new evidence that a capitalistic people could meet the challenge of technology.

Other Speakers

Governor Nelson A. Rockefeller of New York also dealt with the unemployment question when he addressed the delegates. He said that the nation was going to need 20,000,000 new jobs in the next five years.

The first essential step in developing these jobs, he said, was to make properly designed tax reductions, together with strict controls on expenditure, to stimulate investment and increase individual incentives in the private sector of the economy.

John I. Snyder, Jr.

Another speaker, John I. Snyder, Jr., President of U.S. Industries, Inc., said that he favoured a shorter work week as a means of solving the unemployment question, in the absence of other solutions. "I want to sell the automation machines my company makes, and if our economy turns sour, if the unemployment is not solved, I will have difficulty selling them," he said. He described President Kennedy's proposed tax reduction of $11,000,000,000 to create new jobs as only a partial solution.

(A little more than a year ago, U.S. Industries and the International Association of Machinists, which represents the firm's employees, established an "American Foundation on Automation and Unemployment," financed by U.S. Industries through a royalty on sales and rentals of its equipment. Al Hayes, President of the IAM, is co-chairman of the Foundation with Mr. Snyder.)

Mr. Snyder said that "most of our experience" refuted the myths that retraining and relocation of those displaced was the answer to the disturbance caused by automation. He contended that these ideas "unfortunately serve only as easy palliatives for those who either cannot or will not come forward and grapple with problems."

His view was that the solution to unemployment brought about by automation lay in general planning directed toward creating new industries and new markets for products.

A. Philip Randolph

For the first time, civil rights were given priority at an AFL-CIO convention over all other business, and the first place among the speakers was given to A. Philip Randolph, President of the Brotherhood of Sleeping Car Porters, the federation's only Negro vice-president.

Mr. Randolph warned the delegates that the Negro's traditional loyalty to organized labour had been put to a severe strain, and that the Negro-labour alliance was being pulled apart by a combination of persistent discrimination in a number of unions with the failure of the trade union movement to throw its full weight into the civil rights revolution in every community.

The convention's response was to pass a resolution on civil rights that was the strongest statement on the subject ever to come before an AFL-CIO convention and that marked a new phase in the federation's policy on discrimination. The resolution made a sweeping demand for equality for Negroes, both within the labour movement and on the community, state and national planes.

Resolutions

When the attempt was made to get the International Brotherhood of Teamsters taken back into the federation, President Meany said that the union had not asked to come back, and that it would not be considered for re-affiliation until it made proper application.

Mr. Meany pushed through a verbal vote against considering re-admission of the union, and over-rode the protests of some Teamsters' supporters who tried to get the floor. The resolution passed by the convention said that the Teamsters union must apply for re-admission "under conditions that will fully protect the rights of all affiliates under the AFL-CIO constitution." The resolution also applied to the International Longshoremen's and Warehousemen's Union.

The convention agreed to support the maritime unions in their efforts to bring flag-of-convenience ships under American union jurisdiction. It also passed a resolution calling for assistance to the Government in expanding the nation's foreign trade.

Toward the end of the convention, the delegates approved a 15-point program for a "comprehensive and massive job-creating effort." One of the 15 proposals called for

early passage of President Kennedy's proposed $11,000,000,000 tax reduction. Failure to do this, the resolution said, "could mean the onset of another recession and rapidly rising unemployment during 1964."

Besides this, the 15-point program urged: formation of a national planning agency, bigger public works programs, a youth employment project, reversal of the Federal Reserve Board's recent increase in the rediscount rate, quickened increases in wages and fringe benefits, legislation to broaden minimum wage coverage and an increase in the minimum to $2 an hour; a shorter work week—to be reduced to 35 from 40 hours—without reduction in pay, more liberal unemployment insurance, a national manpower policy, a federal commission on automation, increased aid to low-income families, federal advances in limiting job discrimination against Negroes and other minorities, curbing of corporate price policies in leading industries, and new measures to improve the U.S. balance of payments.

Another resolution passed by the convention threatened to withdraw the AFL-CIO's traditional support for a liberal foreign trade policy unless government aid was forthcoming for American workers laid off because of imports. Labour's support of the Trade Expansion Act of 1962 was based on adequate assistance or relief for those adversely affected by imports, the resolution said. "Its continued support for liberal trade depends on the fulfilment of this premise." The U.S. Tariff Commission has refused requests by three unions for assistance for their members under the Act. The resolution said that the law could be effectively administered by the Commission without amendment; but "if it is not so administered . . . an amendment will be necessary."

Election of Officers

In the election of officers, George Meany was re-elected President, and William F. Schnitzler Secretary-Treasurer. The 27 vice-presidents on the Executive Council were all re-elected without opposition.

Maritime Trades Department Convention

The AFL-CIO's Maritime Trades Department, at its three-day convention held in New York just before the parent federation's convention, drew up a program for fighting the Canadian government trusteeship over the Seafarers' International Union of Canada and four other maritime transport unions. A special committee established to put the program into action began immediately to consider ways and means.

The MTD, which represents 29 unions with a total membership of 400,000, adopted without discussion a policy statement, or special report, that said government control over trade unions must be opposed by all possible means.

The first of seven recommended measures outlined in the report was to carry the fight to the United Nations and the International Labour Organization. There was, however, no hint in the report as to how the MTD planned to place the issue before the U.N.

The program included economic action, as deemed advisable, and consideration of a campaign of selective boycotting of Canadian goods and services. Other parts of the plan were an educational program to inform trade unionists and the public of the "abrogation of the rights of Canadian trade unionists under the trusteeship," and possible action by appropriate legislative agencies in the United States.

In proposing representations to the U.N., the document maintained that Canada had violated articles of the U.N. Charter that call for respect for human rights and fundamental freedoms, including the freedom of association and the right to join trade unions for the protection of the individual's interests.

The policy statement contended also that the trusteeship contravened the principles of freedom of expression and association embodied in the charter of the ILO, and it proposed suitable action by that organization.

The statement described the Canadian Government's action as the gravest threat to free trade unionism ever made on the North American continent. The following are two extracts from the statement:

"We have reviewed all the circumstances leading to the creation of this trusteeship, and we most strongly feel that the drastic action which the Canadian Government has seen fit to take as a means of dealing with a labour-management dispute is clearly unwarranted. Certainly we, as trade unionists, cannot accept this method of dealing with a dispute between a union and an employer.

"Aside from the merits of the dispute itself, the application of government control over trade unions must be repugnant to every member of the free trade union movement, and must be opposed by all possible means."

The special report was drafted and signed by officers representing six unions,

all but one of which have Canadian branches. These officers were: A. F. Young, Director of the Iron Shipbuilders International Marine Council, International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers; Robert E. P. Cooney, Vice-President, International Association of Bridge, Structural and Ornamental Iron Workers; S. Frank Raftery, Special Representative, Brotherhood of Painters, Decorators and Paperhangers of America; Thomas Gleason, President, International Longshoremen's Association; Russell Crowell, President, Laundry and Dry Cleaning International Union; and Stephen J. Leslie, International Representative, Marine Division, International Union of Operating Engineers.

Affiliation of the first four is AFL-CIO/CLC; of the last two, AFL-CIO. The Laundry and Dry Cleaning International Union has no members in Canada.

Industrial Fatalities in Canada during Third Quarter of 1963

Deaths from industrial accidents during 1963's third quarter numbered 282, of which 58 occurred in construction industry

A preliminary count of reports received by the Department of Labour shows that there were 282* industrial fatalities in Canada during the third quarter of 1963.

During the previous quarter, 257 fatalities were recorded, including 25 in a supplementary list. In the third quarter of the previous year, 320 fatalities were recorded.

During the third quarter of 1963, there were two accidents that each resulted in the deaths of three or more persons. On August 18, seven workmen were killed or died later of injuries received, when a boiler and furnace exploded at a pulp and paper mill in Woodfibre, B.C. On July 13, four RCMP officers were killed when a float-equipped aircraft crashed and burned on the outskirts of Carmacks, Y.T.

The largest number of fatalities, 58, occurred in the construction industry. Of the 58 fatalities, 25 were in miscellaneous construction, 20 in highways and bridges, and 13 in buildings and structures.

In the manufacturing industry, 10 of the 42 fatalities were in paper products; 9 in iron and steel products; 4 each in food and beverages, and in wood products; 3 in non-ferrous metal products; 2 each in transportation equipment products, electrical apparatus products, products of petroleum and coal, chemical products and miscellaneous manufacturing products; 1 each in rubber products and textile products.

The 39 fatalities that were recorded during the third quarter in the transportation, storage and communication industry were distributed as follows: 18 in local and highway transportation, 13 in railway transportation, 5 in air transportation, 2 in water transportation, and 1 in the storage industry.

In the service industry, 27 of the 37 fatalities were in public administration; 9 in business, personal and domestic service; and 1 in recreation service.

In the mining and quarrying industry, 13 of the 30 fatalities were in metal mining, 12 in non-metal mining, and 5 in coal mining.

In the remaining industries, the 76 fatalities that occurred during the quarter were distributed as follows: 26 in agriculture, 20 in logging, 12 in public utilities, 10 in trade, and 8 in fishing and trapping.

Analysis by Cause

An analysis of the 282 fatalities during the third quarter of 1963 shows that 67 (24 per cent) were the result of collisions, derailments, wrecks, etc.; 32 of them involved automobiles and trucks, 16 involved aircraft, 8 involved tractors and loadmobiles, 4 involved railways, 3 each involved watercraft and miscellaneous agencies, and 1 involved an animal-drawn vehicle.

Sixty fatalities were the result of being struck by different objects. Of these fatalities, 9 were caused by moving vehicles; 6 were the result of being struck by tools, machinery, cranes, etc.; and 45 were in the category "other objects" such as falling trees and limbs, and landslides or cave-ins.

Fifty-seven fatalities were caused by falls and slips; all but five were the result of falls from different levels.

Forty-eight fatalities were the result of being caught in, on or between; most of

* *See* Tables H-1 and H-2 at back of book. The number of fatalities that occur during a quarter is usually greater than the figures quoted in the quarterly articles. Information on accidents that occur but are not reported in time for inclusion is recorded in supplementary lists, and statistics are amended accordingly.

The industrial fatalities recorded in this quarterly article are fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment, including deaths that resulted from industrial diseases. Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

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them involved tractors, loadmobiles or machinery.

The remaining 50 fatalities were distributed as follows: 24 were caused by electric current; 13 were the result of conflagrations, temperature extremes and explosions; 8 were caused by inhalations, absorptions, asphyxiations and industrial diseases; 2 were the result of over-exertion; and 3 were under the heading "miscellaneous accidents."

By province of occurrence, the largest number of fatalities, 114, was in Ontario. In British Columbia there were 66, in Quebec 28, and in Alberta 23.

During the quarter, there were 101 fatalities in July, 95 in August, and 86 in September.

Out of every 100 students who enrolled in engineering courses in Canadian universities during the period 1950-59, an average of 44 a year dropped out of university without receiving a degree. The drop-out rate includes both failures and withdrawals.

This is one of the findings of a study made by the Economics and Research Branch of the Department of Labour and published as "Professional Manpower Bulletin No. 3, *Drop-out Rates in University Engineering Courses.*

A comparison of drop-out rates in engineering with those in seven other faculties shows that arts and science was the only other faculty in which the drop-out rates in the period were close to those in engineering. In commerce, the rate was higher than in engineering at the beginning of the period but dropped considerably below during the latter part.

"The average drop-out rate in engineering in 1956-58 appears to have been higher than that of the university as a whole," the bulletin says. "Further, the engineering drop-out rate in these years was increasing while rates in several other faculties were relatively stable.

"In engineering, most of the drop-out took place in the first year of the course. On the average, 24 per cent dropped out after first year, 10 per cent after second year, 6 per cent after third year, and 4 per cent in their graduating year."

The bulletin raises the question whether those who dropped out had enough ability to succeed in university in the first place. "A full answer to this question must wait upon the results of more intensive educational studies," it says, but the available evidence suggests that the relationship between drop-outs and low scholastic ability is not as close as might be supposed. But the results of the Atkinson Study of Utilization of Student Resources issued by the Ontario College of Education in 1959 showed that "a significant proportion of first year failures had previously demonstrated scholastic ability."

What then accounts for this loss of "potential," and what factors other than lack of scholastic ability contribute to drop-outs. In trying to answer this question, the bulletin quotes from the third study report of the Canadian Conference on Education, which suggests that "our failure to achieve greater development of the total student potential by formal education and training is due to many factors. Some of these operate within the personality of the individual pupil, but are generally the result of his reaction to external factors over which he has little control."

Four factors that contribute to failures and withdrawals in the school system as a whole were enumerated in the cited report: the lack of effective guidance by parents and by society; the failure of parents and teachers to inspire motivation; the lack of opportunity provided by the curriculum; and the lack of means."

In seeking an explanation for the higher drop-out rate in engineering compared with other faculties, the bulletin deals briefly with several possible reasons. It notes that an increase in the student-staff ratio might raise the drop-out rate by inflating the proportion of students receiving less scholastic attention. And it points out that there were more "students per staff" in engineering than in the university as a whole.

Employment and Unemployment, December

The estimate of 6,428,000 persons employed in December was 68,000 smaller than that for November; but the decrease was less than seasonal.

Yet the increase in unemployment during the month, by 43,000 to 346,000, was unusually small for the time of year. The average increase during this period in the past five years was 82,000.

During the month, the labour force decreased, from an estimated 6,799,000 in November to 6,774,000 in December, so that the seasonally adjusted unemployment rate fell from 5.1 per cent in November to 4.9 per cent in December.

Employment in December was higher by 268,000, or 4.4 per cent, from December 1962; and unemployment was lower by 68,000. The labour force was up by 200,000, or 3.0 per cent, from a year earlier.

Employment

The decrease of 36,000 in non-farm employment was the smallest decline between November and December in the past seven years. Farm employment declined seasonally by some 32,000 from November.

Manufacturing employment, which usually falls at this time of year, was well maintained during the month. Layoffs in construction were relatively light owing to a recent strengthening in residential construction.

Total employment in December was 4.4 per cent higher than a year earlier, compared with an average December-to-December increase over the past decade of 2.0 per cent.

The largest increases were in service and manufacturing, which together accounted for about three quarters of the over-all advance. Smaller gains took place in trade, forestry and construction. In the remaining industries, employment levels were much the same as the year before. The number of employed women increased by 141,000, or 8.1 per cent, over the year. Almost two thirds of them were married women.

The number of employed men was higher by 127,000, or 2.9 per cent, than a year earlier; some 86,000 of the increase was among married men.

Employment was up considerably from the previous year in all regions except the Atlantic region, where it was virtually unchanged. The increases ranged from 4.1 per cent in the Prairie region to 5.7 in the Quebec region.

Unemployment

Unemployment rose from 303,000 to 346,000 between November and December, an unusually small increase for the time of year. The increase was entirely among men.

Compared with a year earlier, unemployment was down 68,000. More than four fifths of the decrease was among men 25 to 64 years of age.

Of the 346,000 unemployed in December, some 273,000 had been unemployed for three months or less. An estimated 35,000 had been seeking work for from four to six months, and 38,000 for seven months or more. Virtually all of the year-to-year drop in unemployment was among persons unemployed for more than one month.

Unemployment in December represented 5.1 per cent of the labour force, compared with 6.3 per cent a year earlier and 6.4 per cent two years ago. In November the rate was 4.5 per cent.

Unemployment rates were lower than a year ago in all five regions.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Dec. 1963	Dec. 1962	Dec. 1963	Dec. 1962	Dec. 1963	Dec. 1962	Dec. 1963	Dec. 1962
Metropolitan	3	6	9	6	.....	.....	.....	.....
Major Industrial	11	12	15	13	.....	1	.....	.....
Major Agricultural	3	5	10	9	1	.....	.....	.....
Minor	26	28	26	26	5	3	.....	.....
Total	43	51	60	54	6	4	.....	.....

NOTE: Kitimat Labour Market Area is no longer included in this table.

CLASSIFICATION OF LABOUR MARKET AREAS—DECEMBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	QUEBEC-LEVIS ← St. John's Vancouver-New Westminster-Mission City	Calgary Edmonton Halifax HAMILTON ← Montreal OTTAWA-HULL ← TORONTO ← Windsor Winnipeg		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook FARNHAM-GRANBY ← JOLIETTE ← Lac St. Jean MONCTON ← NEW GLASGOW ← NIAGARA PENINSULA ← SHAWINIGAN ← SHERBROOKE ← SYDNEY ← TROIS RIVIERES ←	BRANTFORD ← Cornwall Fort William-Port Arthur GUELPH ← Kingston KITCHENER ← LONDON ← Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Sudbury TIMMINS-KIRKLAND LAKE ← Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	CHARLOTTETOWN ← RIVIERE DU LOUP ← Thetford-Lac Megantic-Ville St. Georges	Barrie BRANDON ← CHATHAM ← Lethbridge NORTH BATTLEFORD ← Prince Albert Red Deer REGINA ← SASKATOON ← YORKTON ←	Moose Jaw	
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst BRACEBRIDGE ← BRIDGEWATER ← CAMPBELLTON ← CHILLIWACK ← DAUPHIN ← DRUMMONDVILLE ← EDMUNDSTON ← GASPE ← GRAND FALLS ← MONTMAGNY ← NEWCASTLE ← OKANAGAN VALLEY ← Prince George-Quesnel PRINCE RUPERT ← QUEBEC NORTH SHORE ← RIMOUSKI ← STE. AGATHE-ST. JEROME ← St. Stephen SOREL ← SUMMERSIDE ← TRURO ← VALLEYFIELD ← VICTORIAVILLE ← WOODSTOCK ← YARMOUTH ←	Beauharnois Belleville-Trenton BRAMPTON ← Central Vancouver Island Cranbrook Dawson Creek DRUMHELLER ← Fredericton GODERICH ← Kamloops KENTVILLE ← Lachute-Ste. Therese Lindsay Medicine Hat NORTH BAY ← OWEN SOUND ← PORTAGE LA PRAIRIE ← Pembroke Sault Ste. Marie SIMCOE ← SWIFT CURRENT ← TRAIL-NELSON ← ST. HYACINTHE ← St. Jean WEYBURN ← WALKERTON ←	Galt Listowel St. Thomas Stratford Woodstock-Tillsonburg	

NOTE: Kitimat Labour Market Area is no longer included in this listing.

←→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491, June 1963 issue.

Sheltered Employment Expanding in Canada

Examples from Edmonton, Toronto, Calgary, Ottawa and Sault Ste. Marie of development of sheltered workshop facilities

Development of sheltered employment facilities is increasing throughout the country. An example is the Edmonton Sheltered Workshop, which has been providing service to the disabled of the community since 1955, and which on December 2 opened a "Goodwill" workshop and store. This type of workshop receives discarded household articles and clothing, renovates and repairs them and sells them in the shop, thus providing many opportunities for training disabled persons in a variety of skills.

Ontario Division CNIB

The Ontario Division of the Canadian National Institute for the Blind also has instituted several new projects during the past year. A large adjustment-training centre in Toronto provided a three-month training program for 14 newly blind persons; eight were returned to employment and others were referred for further training with the catering department. In addition, facilities were re-arranged to provide space for 50 persons to be employed on subcontract work, with room for further expansion.

A film-processing room was built for the training of blind X-ray technicians. Over the past 15 years, X-ray film processing has proved to be a satisfactory career for several blind persons, but training had to be arranged through hospital facilities. Ten blind persons are now employed in Ontario in this work; the training facilities will open the field to many more.

On-the-job training in catering was provided for 43 persons and 17 were placed in positions before the end of the year. This brings to 246 the number of blind persons employed in this type of work. There are 487 blind persons employed in industrial jobs in outside firms.

Handicapped Workers Make Christmas Seals

The Calgary Rehabilitation Centre, which began manufacturing Christmas seals five years ago as a small sideline, has developed it into a major industry.

Used Christmas cards are collected, sorted and sent to five disabled persons, confined to their homes, for cutting. They are returned to the centre, where other handicapped persons spray on the glue and package them.

The seals that are made are larger than the usual ones, being about 3 x 3 inches in size, and fill a gap in the market. High standards of workmanship must be maintained by all workers so that the seals sell on their own merit.

Ottawa Neighbourhood Services

The annual report of the Ottawa Neighbourhood Services, a self-sustaining salvage type of operation entirely dependent on the income derived from the sale of household materials reconditioned by the handicapped, indicates an expansion of activities.

During the year employment was given to 118 workers on a full- or part-time basis. Average rate of pay was $1.10 per hour. These 118 persons paid $5,768.75 in income tax.

The report states, "For some this was their first job. For others it meant employment after years of idleness. For the older worker it meant part-time employment to supplement his pension.

"Utilization of the skills of handicapped workers in productive employment is sound and necessary, both for the contribution these workers can make to our national productivity and from the sense of independence and well-being they can derive from doing a good job.

"In our workshops handicapped people with virtually all types of disability are successfully performing jobs of almost every conceivable occupation because their abilities have been found to be adequate for job performances and their disabilities not to be a restricting factor."

Sault Ste. Marie Workshop

Operation Reclaim (Algoma) Inc., another salvage type of sheltered workshop formed in Sault Ste. Marie in June 1962, is already proving its value in the community. The staff at present consists of eight persons, three of whom have never worked before.

A branch of Marina Creations has also been organized in the Sault Ste. Marie area; about 12 disabled persons are participating and more are expected to join.

Extend Older Worker Incentive Program

Older Worker Employment and Training Incentive Program is extended from January 31 to March 31, Minister announces

Hon. Allan J. MacEachen, Minister of Labour, announced last month that, among other changes, the hiring period under the Older Workers Employment and Training Incentive program had been extended from January 31, 1964 to March 31, 1964.

Under this program, which went into effect on November 1, 1963, the Department of Labour will pay up to $75.00 a month to employers for each eligible older worker hired by them for a new job between November 1, 1963 and March 31, 1964. Payments can be made for a total period up to 12 months. Eligible older workers must be aged 45 or over and have been unemployed for at least six of the previous nine months.

Mr. MacEachen explained that this extension of time will give employers more time to consider fully their manpower requirements and make any necessary adjustments in their hiring practices in order to take advantage of the program. At the same time an additional number of older workers would have the chance to benefit from the program.

The Minister pointed out that the program involved an entirely new concept in hiring workers. It was an imaginative experiment designed to help overcome reluctance to hire older workers and to bring back to employment those older workers who were experiencing lengthy periods of unemployment. As such it had received the full endorsement of the Canadian Manufacturers' Association, the Canadian Chamber of Commerce, the Canadian Labour Congress, the Canadian Federation of Mayors and Municipalities, and other national organizations. The Provincial Departments of Welfare were also giving their support and co-operation.

Considerable interest in the program's possibilities has also been shown by individual employers in all parts of Canada. It was, of course, realized that a program involving such a new idea and specifically timed to encourage increased employment during the traditional winter lull would be slow in starting.

This timing had tended to slow down employer response, since many of the job openings at this time of year were filled by re-hiring workers temporarily laid off. During the first month of hiring, however, some 325 applications were received from employers. The extension of the hiring period would allow more time for job opportunities to develop and it was expected the number would increase as the program gained momentum.

The Minister also announced another important change in the program. He said that the requirement that applicants for employment under the program must have exhausted regular unemployment insurance benefits had been removed. As long as they were aged 45 or over and had been unemployed for at least six of the previous nine months they would be able to participate.

Removal of this requirement would enable many more older workers to participate in the benefits of the program. At the same time it would be likely to increase employer interest, as it would provide them with a wider selection of older applicants from which to choose workers to fill new job openings.

Mr. MacEachen explained that the services of the National Employment Offices across Canada were being utilized for the approval of eligibility for both workers and job openings. Officials of local employment offices were also making direct contacts with employers to encourage them to take advantage of the program.

The Minister pointed out that it was hoped that close observation of the development and response to this new experimental concept of hiring would result in a significant contribution toward solution of the older worker problem. It was quite possible, he thought, that information gained from an evaluation of the program might be helpful in planning future action on behalf of older workers.

There were a great many capable older workers, with many years of useful service ahead of them, who were frequently turned down for employment because they lacked up-to-date work experience in business or industry. Lengthy periods of unemployment tended to intensify this lack of experience and make it increasingly difficult for them to find jobs.

The Older Worker Employment and Training Incentive Program was designed to assist such workers to gain the up-to-date knowledge and experience needed for jobs in modern industry. The incentive payments will assist employers during the period needed to bring an older worker up to full productivity.

Women's Bureau

Working Women in Australia

Women make up one quarter of Australia's labour force, and between 1954 and 1961, female labour force grew 25.3 per cent

In Australia there are 1,059,158* women in the labour force, making up one quarter of all workers.

The 1961 census disclosed a striking difference between the rates of growth of the male and female labour force, the female labour force having increased by 25.3 per cent between 1954 and 1961 and the male labour force by 10.8 per cent.

Where they work—Manufacturing employs 23.9 per cent of women workers; commerce, 22.2 per cent; community and business services, including the professions, 21.5 per cent; and amusement, hotels and personal services, 12.8 per cent. More than half the workers are women in a number of branches of manufacturing, textiles, boots and shoes, pharmaceutical and toilet preparations, confectionery and tobacco. Women are more than one quarter of those employed in food processing, plastic moulding, sheetmetal work, foundry casting and printing. In health services they comprise nearly three quarters of the total and in social welfare they make up approximately half.

The number of women engaged in the professions is not yet available from the 1961 census but up to the present time certain professions have become "feminine" and women tend to concentrate in these. They include school teaching, library work, social service, physiotherapy and research. The number of women in medicine, architecture, law, engineering and the wider fields of administration is negligible.

Their ages—Young women predominate. The 1954 census revealed that 40 per cent of working women were between 15 and 24 years of age. The relatively smaller proportions in the higher age groups reflect the large-scale withdrawal of women from the labour force after age 24. It is expected that the 1961 census will reveal further additions in the younger age groups because of the high birth rate in the immediate post-war years.

Married women—At the time of the 1954 census, married women comprised 30.4 per cent of the total female labour force and 12.6 per cent of all married women were in employment. Those with family responsibilities make up the largest portion of part-time workers. Most are employed in domestic service and other service occupations and in sales and office work. Except in the case of domestic service, part-time employment is usually offered by employers to cope with peak hours of activity.

Day nurseries which care for the children of working mothers are set up mainly in the highly industrialized areas but are not numerous. Normally employers do not provide such facilities at the place of work. They are usually financed by voluntary effort but some receive state and municipal assistance.

Except in the public services of two states there is no legal requirement for maternity leave.

Equal pay for equal work—In Australia wages are fixed through arbitral tribunals established in pursuance of commonwealth or state legislation and are made up of two parts, the basic rate applicable to all workers and additional compensatory margins which depend on the nature of the work to be performed. In the majority of cases women are granted both a lower margin and a lower proportion of the male basic wage. In a few awards women are granted an equal margin but only 75 per cent of the male basic wage.

The State of New South Wales enacted legislation in 1958 to provide for equal pay by 1963 for certain groups of women workers performing work of the same nature and of equal value to that performed by men. The legislation applied to less than 10 per cent of the women workers in the State.

Women in the Commonwealth Public Service performing the same work as men receive equal margins but only 75 per cent of the male basic wage. The Commonwealth Government has consistently refused to legislate for equal pay as it believes that application of the principle is a matter for determination in the first instance by the Commonwealth Conciliation and Arbitration Commission.

Participation in trade unions—Well over half of the trade unions affiliated with the Australian Confederation of Trade Unions have women members. The largest number are in the Clothing Trades Union, followed by the Clerks Federation, and the Textile Workers Union. In only seven unions do women hold branch office and state office; in only two are there women officers at the federal level.

* Figures are from the 1961 census unless stated otherwise.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During January, February and March

(except those under negotiation in December)

Company and Location	Union
Assn. Patronale du Commerce, (Hardware), Quebec, Que.	Commerce Empl. Federation (CNTU)
Auto dealers, garages (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Automatic Electric, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
B.C. Telephone	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Packers (8 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Cdn. General Electric, Cobourg, Oakville, Peterborough & Toronto, Ont.	I.U.E. (AFL-CIO/CLC) (plant & salaried empl.)
Cdn. General Electric, Montreal & Quebec, Que.	I.U.E. (AFL-CIO/CLC)
Cdn. Vickers (Engineering Div.), Montreal, Que.	Boilermakers (AFL-CIO/CLC), Machinists AFL-CIO/CLC) & others
Cluett Peabody, Kitchener & Stratford, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/-CLC)
CNR, system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
CPR, system-wide	Locomotive Engineers (Ind.)
Dominion Engineering, Lachine, Que.	Machinists (AFL-CIO/CLC)
Domtar Newsprint, Dolbeau, Que.	Bush Wkrs., Farmers' Union (Ind.)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Workers' Federation (CNTU)
Hamilton General Hospitals, Hamilton, Ont.	Public Empl. (CLC)
Hospitals (10), Montreal & district, Que.	Service Empl. Federation (CNTU)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que.	Packinghouse Wkrs. (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Moirs Limited & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Northern Electric, London, Ont.	Empl. Assn., (Ind.)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Philips Electronics, Leaside, Ont.	I.B.E.W. (AFL-CIO/CLC)
RCA Victor, Montreal, Que.	I.U.E. (AFL-CIO/CLC)
Ready-mix concrete companies, Toronto, Ont.	Teamsters (Ind.)
Swift Cdn. (6 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Toronto City, Ont.	Public Empl. (CLC) (outside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (outside empl.)

Part II—Negotiations in Progress During December

Bargaining

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Assn. Patronale des Inst. Religieuses (5 hospitals), St. Hyacinthe & other centres, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. General Electric, Guelph, Peterborough & Toronto, Ont.	U.E. (Ind.)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Cdn. Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
CNR, system-wide	Trainmen (AFL-CIO/CLC)
CNR, CPR & other railways	14 unions (non-operating empl.)

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Company and Location	Union
CNR & Ontario Northland Railway	Railway, Transport & General Wkrs. (CLC)
CPR, system-wide	Trainmen (AFL-CIO/CLC)
Consolidated Mining & Smelting, Trail, Kimberley, Riondel & Salmo, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Crane Limited, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dominion Corset, Quebec, Que.	Empl. Assn. (Ind.)
Dominion Steel & Coal, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dominion Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dominion Textile, Montmorency, Sherbrooke, Magog, & Drummondville, Que.	Textile Federation (CNTU)
Dress Mfrs. Guild (Sportswear Div.), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que.	Commerce & Office Empl. (CNTU)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Hollinger Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
International Nickel, Thompson, Man.	Steelworkers (AFL-CIO/CLC)
Kelly, Douglas & Co., Vancouver & other centres, B.C.	Empl. Assn. (Ind.)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
Maritime Tel. & Tel., company-wide, N.S.	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Ottawa City, Ont.	Public Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Quebec Hydro-Electric Commission, Montreal & other centres, Que.	Public Empl. (CLC) (outside empl.)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
TCA, company-wide	Sales Empl. (Ind.)
Toronto Board of Education, Toronto, Ont.	Public Empl. (CLC) (caretakers)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Vancouver Police Commissioners Board, Vancouver, B.C.	B.C. Peace Officers (CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Winnipeg Metro., Man.	Public Empl. (CLC)
Winnipeg Metro. (Transit Dept.), Man.	Street Railway Empl. (AFL-CIO/CLC)

Conciliation Officer

Cyanamid of Canada (Welland Plant), Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Domil Limited, Sherbrooke, Que.	Textile Federation (CNTU)
Dominion Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Handbag Mfrs. Council, Montreal, Que.	Leather & Plastic Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	U.E. (Ind.)
Smith & Stone, Georgetown, Ont.	Mine Wkrs. (Ind.)

Conciliation Board

CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions

Mediation Board

Manitoba Hydro	I.B.E.W. (AFL-CIO/CLC)

Post-Conciliation Bargaining

Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)

Arbitration

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other centres, Que.	Service Empl. Federation (CNTU)

Company and Location	Union
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Hospitals (13), Montreal and other centres, Que.	Service Empl. Federation (CNTU) (registered nurses)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)

Work Stoppage

(No cases during December)

Part III—Settlements Reached During December 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

CBC Company-wide—Public Empl. (ARTEC) (CLC): 3-yr. agreement covering 2,100 empl.—wage increases of 3% eff. April 1, 1963, 3% eff. April 1, 1964 and 3% eff. April 1, 1965—compounded; agreement to expire March 31, 1966.

Cdn. Western Natural Gas, Calgary, & Northwestern Utilities, Edmonton, Alta.—Empl. Welfare Assn. (Ind.) & Empl. Benefit Assn. (Ind.): 1-yr. agreement covering 850 permanent empl. and 350 temporary empl. in office and plant units—wage change of $20 a mo. to all basic salary ranges which includes $10 which had previously been part of cost-of-living bonus (increase varies from 1¾% for top ranges to 3% for lower ranges with an average increase of 2¼%); wage increase of 8¢ an hr. (4¢ an hr. retroactive to July 1, 1963), plus an adjustment of 6¢ an hr. which had previously been part of cost-of-living bonus, on hourly rates for temporary empl.; 4 wks. vacation after 25 yrs. of service (formerly after 30 yrs.) eff. Jan. 1, 1964; board and lodging now paid for all labourers required to work away from their home base; rates for labourers $1.88 to $2.05 an hr.; agreement to expire Dec. 31, 1964.

Commission des Ecoles Catholiques, Montreal, Que.—Public Service Empl. Federation (CNTU) (maintenance empl.): 2-yr. agreement covering 600 empl.—general wage increase of $200 a yr. retroactive to July 1963; additional wage increase of $100 a yr. for labourers and caretakers' helpers eff. July 1964; long-service bonuses—$104 after 10 to 14 yrs. of service, $156 after 15 to 19 yrs. of service, $208 after 20 to 24 yrs. of service and $260 after 25 yrs. of service—eff. July 1965; rate for labourer in July 1964 will be $4,055 a yr.; agreement to expire June 30, 1965.

Denison Mines, Elliot Lake, Ont.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 870 empl.—general wage increase of 5¢ an hr. and for hoistmen with compressor's papers, 2¢ an hr. additional eff. Sept. 1, 1964; in the event of a shutdown, severance pay to be $6 per mo. of continuous employment from last date of hiring for a maximum of $450 up to Sept. 1, 1964 and $500 if the shutdown occurs after that date; rate for labourer on Sept. 1, 1964 will be $2.10 an hr.; agreement to expire Aug. 31, 1965.

Dominion Steel & Coal, Trenton, N.S.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.——wage increases of 2¢ an hr. retroactive to Dec. 31, 1962 and 3½¢ an hr. eff. Dec. 1, 1964; employer to contribute 2¢ an hr. additional to welfare plan retroactive to Dec. 1, 1962; employer to contribute 3½¢ an hr. additional to pension plan eff. Dec. 1, 1964; rate for labourer on Dec. 1, 1964 will be $1.64½ an hr.; agreement to expire Dec. 1, 1965.

Maritime Tel. & Tel. & Eastern Electric, company-wide, N.S.—I.B.E.W. (AFL-CIO/-CLC) (plant empl.): 2-yr. agreement covering 500 empl.—wage increases of $1 to $3.25 a wk.; 1 wk. vacation after 1 yr. of service, 2 wks. vacation after 2 yrs. of service and 3 wks. vacation after 3 yrs. of service (formerly 2 wks. vacation for empl. with less than 15 yrs. of service and 3 wks. vacation after 15 yrs. of service) and 4 wks. vacation after 25 yrs. of service; if vacations are taken between Nov. 1 and April 30, 2 wks. vacation to be extended by 2 days, 3 wks. vacation to be extended by 4 days, and 4 wks. vacation to be extended by 5 days; rates for labourer $45 to $98.45 a wk.; agreement to expire Dec. 31, 1965.

TCA, Canada-wide—Machinists (AFL-CIO/CLC): settlement pay of $60 for time worked between July 1 and Nov. 4, 1963 and wage increase of 4% eff. Nov. 5, 1963 on wage reopener provided for in 2-yr. agreement covering 4,400 empl.; base rate for labourer $1.89 an hr.; agreement to expire June 29, 1964.

Toronto Transit Commission, Toronto, Ont.—Street Railway Empl. (AFL-CIO/CLC): 27-mo. agreement covering 4,600 empl.—wage increases of 5¢ an hr. eff. Jan. 1, 1964, 5¢ an hr. eff. Oct. 1, 1964 and 5¢ an hr. eff. July 1, 1965 for unskilled empl.; wage increases of 6¢ an hr. eff. Jan. 1, 1964, 6¢ an hr. eff. Oct. 1, 1964 and 6¢ an hr. eff. July 1, 1965 for operators; wage increases of 7¢ an hr. eff. Jan. 1, 1964, 7¢ an hr. eff. Oct. 1, 1964 and 7¢ an hr. eff. July 1, 1965 for skilled tradesmen; night shift premium of 5¢ an hr. for non-uniformed empl. introduced; benefits from contributory welfare plan to be $11 a day in 1964 (formerly $10 a day) and $12 a day in 1965 with payments beginning on second day of illness instead of on third day; bereavement leave of 1 day; rate for labourer will be $2.20 an hr. and rate for operator will be $2.48 an hr. on July 1, 1965; agreement to expire March 31, 1966.

Wabasso Cotton, Grand'mere, Shawinigan & Three Rivers, Que.—United Textile Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 2,200 empl.— wage increases of 5¢ an hr. retroactive to June 1, 1963 and 5¢ an hr. eff. Nov. 28, 1964; night shift premium increased to 10¢ from 9¢ an hr.; new provision for 3 days bereavement leave in the event of death of father, mother, spouse and children; weekly indemnity to be $25 (formerly $20) for single empl. and $30 (formerly $25) for married empl.; agreement to expire Dec. 1, 1965.

TEAMWORK in INDUSTRY

No strike and no major industrial relations trouble in 50 years is the proud record of labour and management at Dominion Forge Limited, Windsor, Ont., manufacturers of crankshafts, connecting rods and other components for the automobile industry.

Dominion Forge's personnel manager Ernie Marks thinks that this achievement is the result of an amalgam of two-way loyalty, maturity and patience, social pressures within the plant, and the presence of family characteristics arising from close working relationships between long-term employees and long-term management.

"Our good relations were created out of the responsible attitudes of both management and employees," said Mr. Marks. "I think the maturity in this plant developed over the years out of sincere attempts by labour and management to show consideration for each other."

Dave Orloph, president of United Auto Workers Local 195 for 22 of the past 24 years, explained the high level of relations in the plant by saying that management and the union prefer to use good judgment and common sense rather than argument. "There isn't one problem that can't be straightened out by labour-management discussion," he declared.

Albert Elson, serving the Windsor area as industrial relations officer with the federal Labour-Management Co-operation Service, reported: "What labour and management have at Dominion Forge is a genuine two-way street. They also have the assets on both sides to handle any problems that come their way."

As a result of the latest negotiations at Dominion Forge, a profit-sharing plan was introduced. The plan recognizes that the success of the company and the security of the employee depend on the co-operative and loyal efforts of everyone. Consequently each employer has a personal stake in the company's operations.

Management sees to it that there is joint consultation on all issues affecting the welfare of the plant and its people. There is frequent discussion on contracts. Said Mr. Orloph: "To meet the cost and delivery requirements involved in defence contracts with the United States, the union will up daily production. It can always be done somehow."

The firm's pension plan itself is the product of labour-management consultation. Former company president Robert T. Herdegen was the man chiefly responsible for management's part in originating the basic plan in 1949-50, but its final form was jointly determined by a pension committee composed of three company and three union representatives. Company and union actuaries also jointly debated the various financial intricacies involved. The plan, which pays $140 a month to each retired employer with 25 years service, was recently acclaimed by George Burt, Canadian director of the UAW, as a credit to labour and management at Dominion Forge.

"What we've all learned," declared local president Orloph, "is that teamwork puts money in the pockets of both union and management."

Company vice-president and general manager Herbert Young stated recently that the only meaningful security in industry is a profitable company to which labour is contributing the weight of its energy and skills. "This is a thought that should be conveyed oftener by management to trade unions," he said.

* * *

"Labour and management tend to blame government for the problems that confront them but they know deep in their hearts that these problems could be resolved if both parties sat down and discussed them honestly," said Marcel Pépin, general secretary of the Confederation of National Trade Unions during an address to the recent Labour-Management Committee Area Conference in Alma, Que.

Mr. Pépin urged that labour and management together work out an effective formula to make the worker as interested in his job as he would be if he owned the business which employs him. The employee today is in this sense virtually a stranger to the enterprise in which he works, he said. "If such a formula is *not* found," declared Mr. Pépin, "the conflict between labour and management will continue forever."

The Alma meeting was Canada's first conference of labour-management committees conducted entirely in French, and there was 100-per-cent representation of LMCs in the Saguenay-Lac St. Jean area.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during November. During the month the Board received five applications for certification, one application for revocation of certification, one application under Section 19 of the Act for a provision for the final settlement of differences concerning the meaning or violation of a collective agreement, and two requests under Section 61(2) of the Act for reviewing of earlier decisions.

Applications for Certification Received

1. Association of Canadian Television and Radio Artists, on behalf of a unit of staff announcers and staff performers employed by Baton Broadcasting Limited, Agincourt, Ont. (Investigating Officer: A. B. Whitfield).

2. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Martel Express Ltd., Farnham, Que. (Investigating Officer: Miss M.-P. Bigras).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, helpers and warehousemen employed by Transport D'Anjou Inc., Rivière-du-Loup, Que. (Investigating Officer: Miss M.-P. Bigras).

4. Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers, Local 351, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of O'Connor Transport Limited, North Burnaby, B.C. (Investigating Officer: G. H. Purvis).

5. Communications Workers of America, on behalf of a unit of employees of the British Columbia Telephone Company, Vancouver, B.C. (traffic division) (Investigating Officer: D. S. Tysoe).

Application for Revocation Received

Ian Byers, *et al.*, applicants, Kitchener-Waterloo Broadcasting Co. Ltd., Kitchener, Ont., respondent, and the National Association of Broadcast Employees and Technicians, respondent. The application was for the revocation of the certification issued by the Board on June 22, 1960 in respect of a unit of employees of Kitchener-Waterloo Broadcasting Co. Ltd. (L.G. 1960, p. 812).

Application under Section 19 Received

Application for the provision for final settlement of differences concerning the meaning or violating of the collective agreement between the Atlantic Shipping Agencies, *et al.*, as represented by the Shipping Federation of Canada, Inc., applications, and the General Longshore Workers of the Port of Saint John, N.B., Local 273, of the International Longshoremen's Association, respondent.

Requests for Review Received

1. Request for review of the certificate issued by the Board on May 26, 1962 affecting the Canadian Wire Service Guild Local 213, American Newspaper Guild, applicant, and the Canadian Broadcasting Corporation, respondent (L.G. 1952, p. 912).

2. Request for review of the certificate issued by the Board on May 15, 1953 affecting the Canadian Wire Service Guild Local 213, American Newspaper Guild, applicant, and the Canadian Broadcasting Corporation, respondent (L.G. (1953, p. 1020).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During November, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Central Truck Lines Ltd., Val d'Or, Que., and local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

2. The Bell Telephone Company of Canada, Montreal, and Traffic Employees' Association (Conciliation Officer: C. E. Poirier).

3. Pacific Western Airlines, Vancouver (I.F.R. and V.F.R. Divisions) and Canadian Air Line Pilots' Association (Conciliation Officer: G. R. Currie).

4. Canadian Pacific Railway Company, Merchandise Services Department, Prairie and Pacific Regions (Clerical Staffs) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: G. R. Currie).

Settlements by Conciliation Officers

1. Atomic Energy of Canada Limited, Chalk River, Ont., and Chalk River Atomic Energy Draftsmen, Local 1569, CLC (Conciliation Officer: T. B. McRae) (L.G., Dec. 1963, p. 1116).

2. The Toronto Harbour Commissioners, Eastern Canada Stevedoring Co. Limited, Cullen Stevedoring Co. Limited, Pittston Stevedoring Corporation of Canada Limited, Brown & Ryan Ltd., and Economic Stevedoring Corporation and Local 1869 of the International Longshoremen's Association (Conciliation Officer: T. B. McRae) (L.G., Dec. 1963, p. 1116).

3. The Bell Telephone Company of Canada, Montreal, and Traffic Employees' Association (Conciliation Officer: C. E. Poirier) (see above).

Conciliation Boards Appointed

1. Robin Hood Flour Mills Limited (laboratory department employees), Humberstone, Ont., and United Packinghouse, Food and Allied Workers (L.G., April 1963, p. 310).

2. Robin Hood Flour Mills Limited (plant employees), Humberstone, Ont., and United Packinghouse, Food and Allied Workers (L.G., Oct. 1963, p. 899).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation service under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complains that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Legal Decisions Affecting Labour

Supreme Court of Canada confirms constitutional validity of B.C. legislation prohibiting use of union dues for political purposes. Ontario High Court finds collective agreement no bar to action for recovery of unpaid vacation pay, rules tips are part of minimum wage, disqualifies Labour Relations Board member, and enjoins peaceful picketing by an uncertified union

The Supreme Court of Canada, by a majority decision, upheld the constitutional validity of the British Columbia legislation prohibiting the use of union dues for political purposes as being legislation within the powers of the British Columbia Legislature under Section 92(13)—Property and civil rights in the Province—of the BNA Act.

In Ontario, the High Court ruled that a collective agreement, and the provisions of the Ontario Labour Relations Act regarding arbitration of disputes under collective agreement, are not a bar to an employee's suing in ordinary courts for unpaid vacation pay owed to him.

In another decision, considering the wording of the definition of wages in the Ontario Minimum Wage Act (before the 1962-63 amendment), the Court ruled that tips received by a waitress had to be considered wages, and hence were calculable in determining whether the employer had complied with the minimum wage provisions of the Act.

In another decision, the Court, in disqualifying a member of the Labour Relations Board from hearing an application for certification, ruled that since the Board is a quasi-judicial tribunal, its members must act judicially in discharge of their duties and any of them should disqualify themselves if there is bias or a reasonable likelihood of bias; the test of reasonable likelihood of bias is an objective consideration of whether a reasonable person in all the circumstances might suppose that there would be an improper interference, conscious or unconscious, with the course of justice if the challenged member heard the application.

In another decision, the Court enjoined peaceful picketing conducted in disregard of the procedures outlined in the Labour Relations Act and held such picketing illegal as interfering with the rights of citizens to carry on their business.

Supreme Court of Canada . . .

. . . upholds validity of B.C. law banning use of union dues for political purposes

On October 1, 1963, the Supreme Court of Canada, dismissing an appeal from a decision of the British Columbia Court of Appeal, by a majority decision of four to three held that Section 9 (6) of the British Columbia Labour Relations Act, which prohibits the use of union dues for support of political parties, was within the legislative competence of the Legislature of British Columbia. The Section was added in 1961 by the Labour Relations Act Amendment Act.

Prior to its amendment in 1961, Section 9 of the British Columbia Labour Relations Act contained, *inter alia*, the following provisions:

S. 9(1) Every employer shall honour a written assignment of wages to a trade-union certified under this Act, except where the assignment is declared null and void by a Judge or is revoked by the assignor.

. . . (3) Except where an assignor of wages revokes the assignment by giving the employer written notice of the revocation, or except where a Judge declares an assignment to be null and void, the employer shall remit at least once each month, to the trade-union certified under this Act and named in the assignment as assignee, the fees and dues deducted, together with a written statement containing the names of the employees for whom the deductions were made and the amount of each deduction.

In 1961, the Labour Relations Act Amendment Act added to Section 9 a new subsection (6), which provides as follows:

6(a) No employer and no one acting on behalf of an employer shall refuse to employ or to continue to employ a person and no one shall discriminate against a person in regard to employment only because that person refuses to make a contribution or expenditure to or on behalf of any political party or to or on behalf of a candidiate for political office.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

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(b) No trade-union and no person acting on behalf of a trade-union shall refuse membership to or refuse to continue membership of a person in a trade-union, and no one shall discriminate against a person in regard to membership in a trade-union or in regard to employment only because that person refuses to make or makes a contribution or expenditure, directly or indirectly, to or on behalf of any political party or to or on behalf of a candidate for political office.

(c)(i) No trade-union and no person acting on behalf of a trade-union shall directly or indirectly contribute to or expend on behalf of any political party to or on behalf of any candidate for political office any moneys deducted from an employee's wages under sub-section (1) or a collective agreement, or paid as a condition of membership in the trade-union.

(ii) Remuneration of a member of a trade-union for his services in an official union position held by him while seeking election or upon being elected to public office is not a violation of this clause.

(d) Notwithstanding any other provisions of this Act or the provisions of any collective agreement, unless the trade-union delivers to the employer who is in receipt of an assignment under subsection (1) or who is party to a collective agreement, a statutory declaration, made by an officer duly authorized in that behalf, that the trade-union is complying with and will continue to comply with clause (c) during the term of the assignment or during the term of the collective agreement, neither the employer nor a person acting on behalf of the employer shall make any deduction whatsoever from the wages of an employee on behalf of the trade union.

(e) Any moneys deducted from the wages of an employee and paid to a trade-union that does not comply with this subsection are the property of the employee, and the trade-union is liable to the employee for any moneys so deducted.

Local 16-601 of the Oil, Chemical and Atomic Workers International Union was certified, under the provisions of the Labour Relations Act, as the bargaining agent for a group of employees of Imperial Oil Limited at its refinery at Ioco, B.C. Under the provisions of the collective agreement, the company had agreed to honour written assignments of wages given by the employees in that group in favour of Local 16-601 and to remit to that Local each month the amount collected.

After the enactment of subsection (6) of Section 9 of the Act, the company advised the union that it could no longer honour the written assignments unless the union supplied it with the form of statutory declaration required by para. (d). The union refused to supply this and sued the company to compel it to honour the assignments, contending and seeking a declaration that para. (c), (d) and (e) of subsection (6) were *ultra vires* of the Legislature of the Province of British Columbia.

The trial judge held that the statutory provisions under attack were *intra vires* of the Legislature of the Province of British Columbia (L.G. 1962, p. 219. This decision was affirmed by the unanimous judgment of the Court of Appeal of British Columbia (L.G., 1962, p. 1184).

On appeal to the Supreme Court of Canada, the union contended that the clauses in question were *ultra vires* of the Legislature of the Province of British Columbia, on the ground that the authority to enact them is not to be found within any of the subsections of Section 92 of the British North America Act; that they relate to the subject of federal elections and that they seek to curtail the fundamental rights of Canadian citizens essential to the proper functioning of parliamentary institutions. Further, it argued that the contested clauses affect the political activity of trade unions, whose right to engage in such activity is beyond the powers of provincial legislation to curtail.

The Attorney General of British Columbia, who intervened in the proceedings, submitted that the legislation in question was a limitation only of the power to use certain specified funds for particular purposes by trade unions; that this limitation is valid legislation in respect of the field of labour relations and that the Legislature of British Columbia has the authority to enact it as being within the field of property and civil rights in the province, within Section 92(13) of the British North America Act.

Mr. Justice Martland (with whom Justices Taschereau and Fauteux concurred) in his reasons for judgment said that in the case of *Toronto Electric Commissioners v. Snider* (1925) A.C. 396, it had been established beyond doubt that the field of legislation in relation to labour relations in a province is within the sphere of provincial legislative jurisdiction. This was not disputed by the union, which, however, contended that the clauses in question were not in respect of labour relations at all.

In order to determine these issues, Mr. Justice Martland considered the provisions of the Labour Relations Act as a whole, and, in particular, the true purpose and effect of the clauses under attack.

The object of the Labour Relations Act, as described by Mr. Justice MacDonald in *Re Labour Relations Board (Nova Scotia)* (L.G. 1952, p. 937), is to facilitate collective bargaining and stabilize industrial relations by enabling a union to establish before the Board its ability to represent a group of employees; and, with this controversial question settled, to require the employer, upon notice from the union, to negotiate with it and (with the aid of conciliation services) to promote the conclusions of an

agreement which shall be legally enforceable; and generally to ensure a greater measure of industrial peace to the public. Certification is, of course, not necessary for collective bargaining, but the policy of the Act undoubtedly is to promote it as a means to more orderly bargaining.

The instrument for collective bargaining on behalf of employees is a trade union. Although it is theoretically possible for a collective agreement to be made with an uncertified trade union, it is possible for a trade union to become the bargaining agent for a unit of employees who are not all members of the union only by obtaining certification under the Act. In Mr. Justice Martland's opinion, it is clear that the Act is primarily concerned with the procedures necessary to obtain certification and collective bargaining after certification has been obtained.

Those procedures materially affect the rights of employees in any unit suitable for collective bargaining and of their employer, who is compelled to bargain collectively with a certified trade union. The primary purpose of the Act is, therefore, to spell out the respective rights and obligations of the employer, the employee and the certified trade union, each of which is subject to its mandatory powers.

A trade union, as defined in the Act, may obtain certification for a group of employees in accordance with the statutory requirements. It may apply for certification if it claims to have as members in good standing a majority of the employees of that group.

When a trade union has been certified by the Labour Relations Board, it has exclusive authority to bargain collectively on behalf of the unit and to bind the individuals in that unit by a collective agreement. It can require an employer to enter into collective bargaining with a view to the making of a collective agreement, and such an agreement, when made, is binding, not only upon the trade union which has entered into the agreement, but also upon every employee covered by the agreement. Every person who is bound by a collective agreement is obligated, by the Act, to do everything he is required to do and to refrain from doing anything that he is required to refrain from doing by the provisions of the collective agreement.

The position is, therefore, Mr. Justice Martland continued, that a trade union can, under the provisions of the Act, become the bargaining agent for all the employees within a particular unit, irrespective of the individual wishes of the minority of employees within that group, and that it can then bind each of such employees by the collective agreement which it makes. It is placed in a position to persuade those employees within the group who are not members of the union to seek membership, for it is now their bargaining agent, entering collective agreements on their behalf. In some instances, the form of the collective agreement which it makes may compel their contribution to its funds, whether they are members or not.

In addition, Section 8 of the Act provides as follows:

> S. 8 Nothing in this Act shall be construed to preclude the parties to a collective agreement from inserting in the collective agreement a provision requiring, as a condition of employment, membership in a specified trade-union, or granting a preference of employment to members of a specified trade-union, or to preclude the carrying out of such provisions.

Where a collective agreement contains a provision of the kind contemplated in this section, membership in the trade union becomes a condition of employment within the group of employees in question and loss of membership automatically involves loss of employment. A person seeking employment in such a group, or desiring to remain as an employee within it, has no alternative but to obtain membership in the trade union which is the bargaining agent, and, for that purpose, to pay to it such dues as are imposed as a condition of membership in it.

Next, Mr. Justice Martland dealt with the provisions of the clauses whose constitutional validity was challenged. He noted that the union's attack was mainly upon clause c(i), which prohibits a trade union from contributing to, or expending on behalf of a political party or a candidate for political office, directly or indirectly, moneys deducted from an employee's wages under the check-off (whether statutory or pursuant to a collective agreement), or paid to it as a condition of membership in the trade union.

Clause c(i) deals first with funds obtained by the check-off, which is imposed under the statute by the provisions of S. 9(1). The right of check-off was created by the statute and granted as a statutory privilege to the trade union. The Legislature which conferred that statutory right could also take it away again. If the Legislature can eliminate the right entirely, in Mr. Justice Martland's opinion, it is equally possible for the Legislature to apply limitations in respect of its use.

Regarding the provision as to membership dues paid by an employee to a trade union as a condition of his membership in it, counsel for the union argued that

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membership fees paid to a trade union were its own property, which, as a voluntary association, it is entitled to disburse in such manner as its own constitution permits and as the majority of its membership decides; that a trade union is entitled to engage in political activities as a free association of individuals and, therefore, within the limits previously mentioned, could disburse its funds for such purposes, and any attempted interference with such powers by a provincial legislature would be an interference with the democratic process in Canada, and, therefore, beyond its powers.

In Mr. Justice Martland's view, this argument would have considerable force as applied to a purely voluntary association. However, the position of a trade union which has been certified as a bargaining agent under the Act is substantially different. Such a union has, as a result of certification, ceased to be a purely voluntary association of individuals. It has become a legal entity, with the status of a bargaining agent for a group of employees, all of whom are thereby brought into association with it, whether as members, or as persons whom it can bind by a collective agreement even though not members. It must, as their agent, deal equitably with the members of the group which it represents. It is clothed with a power to make binding agreements which can compel membership in it as a condition of employment.

Mr. Justice Martland found it difficult to regard as a free, voluntary association of individuals an entity which, by statute, is clothed with a power to require membership in it, and to require the consequent payment of dues to it as the price which must be paid by an individual for the right to be employed in a particular employment group.

Mr. Justice Martland stated that the Labour Relations Act has materially affected the civil rights of individual employees by conferring upon certified trade unions the power to bind them by agreement and the power to make agreements that will compel membership in a union. Such legislation falls within the powers of the Legislature of the Province of British Columbia to enact, as being labour legislation, and, therefore, relating to property and civil rights in the province.

In Mr. Justice Martland's opinion, the legislation under attack in the case at bar does nothing more than to provide that the fee paid as a condition of membership in such an entity by each individual employee cannot be expended for a political object which may not command his support. That individual has been brought into association with the trade union by statutory requirement. The same legislation which requires this can protect his civil rights by providing that he cannot be compelled to assist in the financial promotion of political causes with which he disagrees. Such legislation is, in pith and substance, legislation in respect of civil rights in the province, Mr. Justice Martland concluded.

Counsel for the union, relying on the judgment of Chief Justice Duff of the Supreme Court of Canada in the *Alberta Act to Ensure the Publication of Accurate News and Information* (1938) S.C.R. 100, contended that the legislation in issue curtailed the right of association to exercise the right of public discussion, and thus interfered with the working of the parliamentary institutions of Canada as contemplated by the provisions of the BNA Act and the statutes of the Dominion of Canada.

In rejecting this argument, Mr. Justice Martland stated that the legislation in question did not affect the right of any individual to engage in any form of political activity which he might desire. It did not prevent a trade union from engaging in political activities. It did not prevent it from soliciting funds from its members for political purposes, or limit in any way the expenditure of funds so raised. It did, however, prevent the use of funds obtained in particular ways from being used for political purposes.

Further, Mr. Justice Martland added the question in issue was not as to the right to engage in political activity, but as to the existence of an unfettered right to use funds obtained in certain ways for the support of a political party or candidate. If such legislation were required, a provincial legislature could prevent the contribution of trust funds for such a purpose and, equally, it could prevent the use by a corporation, created under provincial law, of funds derived from the sale of its bonds or shares for such a purpose.

A trade union, when it becomes certified as a bargaining agent, becomes a legal entity (*International Brotherhood of Teamsters* v. Therien) (L.G. 1960, p. 276). When the Legislature clothes that entity with wide powers for the exaction of membership fees by methods which previously it did not, in law, possess, it can set limits to the objects for which funds so obtained may be applied. Legislation of this kind is not a substantial interference with the working of parliamentary institutions.

With reference to the decision of the Supreme Court in *Switzman v. Elbling* (L.G. 1957, p. 983), where it was held that the Act Respecting Communistic Propaganda of the Province of Quebec was *ultra vires* of the Legislature of that province, counsel for the union argued that, even if the legislation were to be considered as, in pith and substance, designed to safeguard the fundamental right of an individual to support the party of his choice, it would still be *ultra vires* of a provincial legislature. It was contended that only the Canadian Parliament could legislate in relation to individual political freedom. As a provincial legislature could not legislate to derogate from such rights, conversely it could not legislate for their protection. In rejecting this contention, Mr. Justice Martland stated that legislation that seeks to protect certain civil rights of individuals in a province from interference by other persons also in that province is legislation in respect of civil rights within the province.

Finally, in support of the argument that legislation regarding contributions to federal political parties is a matter outside the sphere of a provincial legislature, counsel for the union pointed out that in 1930 the Parliament of Canada repealed the following provision of the Dominion Elections Act:

> No company or association other than one incorporated for political purposes alone shall directly or indirectly, contribute, loan, advance, pay or promise or offer to pay any money or its equivalent to, or for, or in aid of, any candidate at an election, or to, or for, or in aid of, any political party, committee, or association, or to, or for or in aid of, any company incorporated for political purposes, or to, or for, or in furtherance of, any political purpose whatever, or for the identification or reimbursement of any person for moneys so used.

This, in the opinion of the union, showed that the legislation under review must have been an encroachment on the field reserved to the Parliament of Canada.

Mr. Justice Martland disagreed. He stated that the repealed provision of the Dominion Elections Act did not enable an association or company to make contributions for political purposes. Actually, it forbade them. It does not follow that without that provision every association and company did have the legal right to make such contributions. The right of any association or company to do so would depend upon the scope of its lawful authority, which, in certain cases in any event, would depend upon the powers which had been conferred upon them by provincial legislation.

Mr. Justice Martland concluded that for these reasons the union's appeal should be dismissed.

Mr. Justice Ritchie, although concurring with Mr. Justice Martland, added, *inter alia,* that the addition of subsection (6) to Section 9 of the Act in 1961 was directed toward ensuring that legislative machinery involving the adjustment of civil rights that was created for the regulation of relations between employers and employees should not be used for the collection of political party funds or in such manner as to curtail the fundamental political rights of any individual employee. Just as it is within the power of the province under S. 92(13) of the BNA Act to create this legislative machinery for the purpose of furthering the cause of industrial peace, so it is within its power to control its use for the same purpose.

Even if it could be said, Mr. Justice Ritchie added, that the legislation under attack had any effect on political elections, such effect could only be incidental and this would not alter the fact that the amendment in question is part and parcel of legislation passed "in relation to" labour relations and not "in relation to" elections, either provincial or federal. The legislation under review has the effect of ensuring that associations which have been given a controlling power over their members by provincial legislation are not to be permitted to use that power for the purpose of compelling such members to support a political party not of their own choice. Mr. Justice Ritchie concluded that Section 9(6)(c) and (d) of the Labour Relations Act Amendment Act 1961 was within the legislative competence of the Legislature of British Columbia.

In a dissenting opinion, Mr. Justice Judson held that the legislation in question was *ultra vires* of the provincial legislature for the following reasons.

In his opinion, the union's submission that the matters dealt with in the questioned clauses do not fall within the field of labour relations but are in relation to the political activity of trade unions is an accurate characterization of this legislation. Section 9(c) has no relationship whatever to trade union action designed to promote collective bargaining, to change conditions of employment or the contract of employment. Its sole object and purpose is to prevent trade unions from making these contributions out of their own moneys. The leading feature of the legislation is the prohibition, found in clause (c), of political contributions by trade unions.

Further, the legislation in question is directly related to elections, including federal elections. In his view, the provincial legislature has no power to restrict the

right of any person or organization within the province to make contributions at federal elections and to federal candidates. There was at one time such a restriction in the Dominion legislation and this provision was repealed in 1930. The Canada Elections Act 1960 c. 39 contemplates, in terms broad enough to include a trade union, the making of contributions to aid expenditures on behalf of political parties and candidates for political office. The provincial legislation in question is really a re-enactment against trade unions in British Columbia of the former prohibition contained in the Dominion Elections Act and repealed in 1930. In Mr. Justice Judson's opinion, the control of political behaviour does not fall within the field of labour relations and is not within the provincial power, and secondly, the legislation under review is legislation in relation to federal elections, a field exclusively within the Dominion power.

Mr. Justice Abbott, in his dissenting opinion, was in agreement with the reasons stated by Mr. Justice Judson. He held, *inter alia,* that under the Canadian constitution, any person or group of persons in Canada is entitled to promote the advancement of views on public questions by financial as well as by vocal or written means. It follows that any individual, corporation, or voluntary association such as a trade union is entitled to contribute financially to support any political activity not prohibited by law.

Whatever power a provincial legislature may have to regulate expenditures for provincial political activities, in Mr. Justice Abbott's opinion, it cannot legislate to regulate or prohibit contributions made to assist in defraying the cost of federal political or electoral activities. Similarly, for the reasons which Mr. Justice Abbott expressed in the *Switzman* case, Parliament itself cannot legislate to regulate or prohibit financial contributions for provincial political or electoral purposes except to the extent that such regulation or prohibition is necessarily incidental to the exercise of its powers under Section 91 of the BNA Act.

Further, Mr. Justice Abbott stated, the legislative purpose of subsection 6(c) of Section 9 of the British Columbia Labour Relations Act is clear and unambiguous. That purpose is to prohibit political contributions made directly or indirectly by one class of voluntary organization—a trade union—out of moneys received as a condition of membership, whether or not there is a check-off. Legislation of this character cannot be supported as being in relation to property and civil rights in the province within head 13 of Section 92 of the British North America Act, nor can it be said to be in relation to matters of a merely local or private nature in the province. Therefore, it is clearly *ultra vires.*

Mr. Justice Cartwright also dissented from the majority decision and agreed with the conclusions reached by Mr. Justice Judson. He added, *inter alia,* that the legislation in question is an absolute and unconditional prohibition of the contribution by a trade union to any political party or any candidate for political office of any moneys paid to the union as a condition of membership. As the money so paid makes up practically the whole of the income of the union in question (and this applies, generally speaking, to all trade unions in British Columbia), the effect of the impugned legislation is a virtually total prohibition of the expenditure by a trade union of any of its funds to further the interests of any poltical party or candidate in a federal election; this amounts to the prohibition of, *inter alia,* of political activity in the federal field, which, prior to the enactment, was lawful in Canada. The prohibition, if valid, would be operative even if the forbidden contribution were approved and directed by a unanimous vote of all the members of the union concerned. Mr. Justice Cartwright was unable to accept the argument that this prohibition of a heretofore lawful and indeed normal political activity in regard to federal elections is ancillary, or necessarily incidental, to any of the provisions of the Labour Relations Act which are within provincial power.

The Supreme Court, by a majority decision, dismissed the union's appeal and upheld the constitutional validity of Section 9(6) of the Labour Relations Act Amendment Act 1961 as being *intra vires* of the Legislature of British Columbia. *Oil, Chemical and Atomic Workers International Union, Local 16-601 v. Imperial Oil Limited and the Attorney-General of British Columbia,* (1963), 45 WWR, Part 1, p. 1.

Ontario High Court . . .

. . . hold employee may sue for vacation pay owed him under collective agreement

On March 27, 1963, Chief Justice McRuer of the Ontario High Court, in dismissing an application for *certiorari* to quash a judgment given on a claim for vacation pay under a collective agreement, ruled that a collective agreement setting out the terms governing the employment relationship does not abrogate the common law relationship between the employer and

employee and that the requirement for arbitration in Section 34(1) of the Labour Relations Act does not oblige an employee seeking payment of vacation pay to resort to arbitration to the exclusion of a court action.

The employee was employed as a painter under a written contract, which provided that the employer would pay the employee an amount equal to four per cent (4%) of his wages as vacation pay. The employee alleged that he had received only $72.80, which was equal to two per cent (2%), and he claimed that another $72.80, another two per cent (2%), was owed to him.

The employer disputed the claim and maintained that Section 34(1) of the Ontario Labour Relations Act was "a complete bar to the action." Chief Justice McRuer stated that this was the only question with which he was concerned. Section 34(1) reads as follows:

> 34(1) Every collective agreement shall provide for the final and binding settlement by arbitration, without stoppage of work, of all differences between the parties arising from the interpretation, application, administration or alleged violation of the agreement, including any question as to whether a matter is arbitrable.

The section further provides for insertion of such a clause in agreements where one does not already exist.

The Chief Justice doubted his right to entertain the application, since the judge in the Court which rendered the decision had the sole jurisdiction to hear the claim and subsequently made his decision from which there is no appeal. However, he stated, an important question of law had been raised and, to his knowledge, for the first time in British jurisprudence. For these reasons, Chief Justice McRuer dealt with the question raised by counsel.

It was argued that the provisions of Section 34(1) of the Act were broad enough to preclude a person employed under the terms of a collective agreement from bringing an action against his employer for his wages. It was further argued that in such cases the arbitration procedure set out in the collective agreement must be followed and, when the arbitration is completed, the claim against the employer is filed with the Registrar of the Supreme Court in accordance with Section 34(9) of the Act and then it has the same force and effect as a Court judgment.

Chief Justice McRuer thought that if he adopted this argument, chaotic conditions would occur with reference to the simple matter of the prompt payment of employees who operate under a collective bargaining agreement; and it would also put in the hands of a union that has been certified as a bargaining agent extraordinary power over non-members of the union who were employees of the same employer. The union, in such cases, could see fit to assert the claims of its members and not those of the non-members. He stated that it was not his belief that this broad meaning was the intention of the Legislature.

The Chief Justice fortified his argument by turning to the Supreme Court of Canada decision of Mr. Justice Judson in *Le Syndicat Catholique des Employés de Magasins de Québec Inc. v. La Compagnie Paquet Ltée.*, (L.G. 1959, p. 286), in which the scope of a collective agreement is defined as follows:

> The union is, by virtue of its incorporation under the Professional Syndicates' Act and its certification under the Labour Relations Act, the representative of all the employees in the unit for the purpose of negotiating the labour agreement. . . . There is no room left for private negotiation between employer and employee. Certainly to the extent of the matters covered by the collective agreement, freedom of contract between master and individual servant is abrogated. The collective agreement tells the employer on what terms he must in the future conduct his master and servant relations. When this collective agreement was made, it then became the duty of the employer to modify his contracts of employment in accordance with its terms so far as the inclusion of those terms is authorized by the governing statutes. The terms of employment are defined for all employees, and whether or not they are members of the union, they are identical for all.

Chief Justice McRuer interpreted this to mean that "a collective agreement sets out the terms of employment that are to be effective between the employer and the employee but it does not abrogate the common law relationship of employer and employee in the sense that the employer is required to pay his employee according to the terms laid down in the agreement and that the employee gives his work to the employer on those terms." The employer must pay promptly since the employee has a right of action against the employer for the wages due to him.

The Chief Justice held that the lower Court's decision was correct in holding that the employee had a right to assert his claim in the courts and that the claim for wages for services rendered is not a matter required to be arbitrated. He therefore dismissed the application. *Re Grottoli v. Lock and Son Ltd.* (1963), 39 D.L.R. (2d) 128.

Ontario High Court . . .

. . . rules that tips given to a waitress are part of wages under Minimum Wage Act

On April 5, 1963, Mr. Justice Landreville of the Ontario High Court, allowing an appeal by way of stated case from a conviction for a violation of the Ontario Minimum Wage Act, held that, since Section 1(d) of the Act defines wages as including "every form of remuneration for labour performed," and, since it is not specified that they be paid or granted by the employer, tips received by a waitress at the restaurant from her employer's customers are to be considered as wages and included in determining whether the employer has paid the required minimum wage.

A magistrate for the City of Hamilton submitted the following question to the Ontario High Court:

> Was I wrong in holding that tips (monetary gratuities) received by the employee, Dorothy Leaver, during the course of her employment from patrons of the appellant Tavern and Restaurant, were not wages within the meaning of Section 1(d) of the said Minimum Wage Act.

The waitress in question had been paid $22 a week, although the minimum required in that area was $30 a week. It was stated and not contradicted that the waitress received between $20-$30 a week in tips while on the job at the restaurant.

Mr. Justice Landreville ruled that the relevant sections of the Minimum Wage Act, in addition to "the spirit and intention of the statute," were Section 1(d) and Section 6. Section 1(d) states that "wage" or "wages" includes every form of remuneration for labour performed. Section 6 states:

> Every employer who permits any employee to perform any work with respect to which a minimum wage is established shall be deemed to have agreed to pay to the employee at least the minimum wage established and the minimum wage shall be paid to the employee only by cash or by cheque payable at par at the place where the employee performed the work.

Moreover, he stated that the Act neither defines nor refers expressly or impliedly to the term "tip".

Mr. Justice Landreville stated that the Act was penal in nature, since it imposed an obligation on employers, and it therefore had to be strictly interpreted. He said that if the act complained of was expressly covered, or if the purpose of the statute prohibited such an act, then the person charged with committing the act was subject to the provisions of the statute.

Mr. Justice Landreville ruled that the Act did not deal with tips or gratuities. He said that he could not "strain the interpretation" of its provision to cover cases where the employee receives such income. On the contrary, he held that the definition of "wage" in Section 1(d) would lead one to believe that it included every form of remuneration. He commented that if the phrase "paid or granted by an employer" were included in that section it would have conclusively excluded tips received from third parties from the provisions of what constitutes a minimum wage. Therefore, he ruled that, since the phrase did not appear, there was "no clear cut wording" leading to the conclusion that tips must not be taken into consideration.

Mr. Justice Landreville stated that he was not led to this conclusion merely because a bill was before the Legislature that would alter this interpretation.* The Act, he said, was designed to assure reasonable and livable wages for the area in which the employee lives. The word "remuneration" in S. 1(d) was synonymous to income, he held, and income can come from various sources. Moreover, he noted that tips were taxable under the federal Income Tax Act.

In reply to the magistrate's question, Mr. Justice Landreville ruled the answer to be "yes". He set aside the magistrate's decision and ordered that a verdict of acquittal be entered for the employer. *Regina v. Duffy's Tavern (Hamilton) Ltd,* (1963), 39 D.L.R. (2d), 126.

Ontario High Court . . .

. . . on ground of reasonable likelihood of bias, bars Labour Relations Board member

On April 10, 1963, Chief Justice McRuer of the Ontario High Court granted a prohibition to stop certification proceedings before the Ontario Labour Relations Board on the ground that a member of the Board representing the employees should have disqualified himself on the ground of reasonable likelihood of bias.

The Court drew a distinction between membership in a trade union of a member of the Board representing the employees and the holding of an executive office in a central labour body by such a member. The Court held that, when a member of the Board is also the chief executive officer in a central labour body and, by virtue of

* The Minimum Wage Amendment Act, 1962-63, amended clause (d) of Section 1 of the Minimum Wage Act, which now reads: "(d) 'wage' or 'wages' includes every form of remuneration for labour performed, but does not include 'tips' and other gratuities."

this position is bound to promote the interests of the affiliated unions against outsiders, he should disqualify himself from sitting in a certification proceeding where there is a contest for bargaining rights between one of the affiliates of his organization and a union opposed by it.

In December 1962, the Sudbury General Workers' Union, Local 101, Canadian Labour Congress, applied for certification as the bargaining agent for a unit of employees at the I.G.A. Foodliner in Sudbury. The Sudbury and District General Workers' Union, Local 902 of the International Union of Mine, Mill and Smelter Workers, intervened and opposed the application.

The Labour Relations Board advised the Mine-Mill local that a hearing to determine the allegations against the application was to be held on December 20, 1962. Counsel for the Mine-Mill union objected to one member of the Board hearing the application on the ground that he was biased. The Board member, who was the president of the Ontario Federation of Labour, an affiliate of the Canadian Labour Congress, refused to disqualify himself. Then the Mine-Mill local applied for prohibition to stop the certification proceedings.

Dealing with the application, Chief Justice McRuer noted that the impugned member of the Board became a member in 1948 and took the oath set out in Section 75(5) of the Ontario Labour Relations Act, which reads as follows:

> S. 75(5) I do solemnly swear that I will faithfully, truly and impartially, to the best of my judgment, skill and ability, execute and perform the office of member . . . of the Ontario Labour Relations Board and I will not, except in the discharge of my duties, disclose to any person any of the evidence or any other matter brought before the Board.

Section 75(6) states that a quorum shall consist of the chairman, the vice-chairman, or a deputy vice-chairman, one member representative of employers and one representative of employees.

The impugned member had been elected as president of the Ontario Federation of Labour in 1958. At that time, he swore to an oath contained in Section 6 of Article V of the Constitution, which states as follows:

> . . . I make oath and say that I am not associated in any manner . . . with any group which expounds or promotes or encourages any doctrine or philosophy contrary to or subversive of the fundamental principles and institutions of the democratic form of government of Canada, and further, *I make oath and say if elected I will faithfully support the constitution, principles and policies of the Ontario Federation of Labour and the Canadian Labour Congress.* [emphasis added.]

The Constitution of the Canadian Labour Congress, which the Ontario Federation of Labour subscribes to, states its purposes in part, as follows:

> 1. To support the principles of the Canadian Labour Congress.
>
> 2. To promote the interests of its affiliates and generally to advance the economic and social welfare of the workers of Ontario.
>
> 3. (a) To assist affiliated organizations in extending the benefits of mutual assistance and collective bargaining to workers.

Local 101 of the General Workers' Union, the union applying for certification, is affiliated with the Ontario Federation of Labour and is a chartered local of the Canadian Labour Congress.

Evidence indicated that a conflict existed between locals of the International Union of Mine, Mill and Smelter Workers and locals of the Canadian Labour Congress. In 1961, at the Ontario Federation of Labour's fifth annual Convention, over which the impugned member presided, a resolution was put forth offering support to the Canadian Labour Congress in its battle to destroy the "Communist-oriented leaders of Mine-Mill."

Chief Justice McRuer stated that he was not concerned with the struggle between the respective labour organizations. He noted, however, that it was of utmost importance that persons exercising judicial or quasi-judicial functions should act in accordance with the law.

The Chief Justice went on to point out that, although Section 75(2) of the Act required as Board appointees an equal number of representatives of employers and employees, the Board members did not represent either employers or employees. He quoted from the judgment of Mr. Justice Roach in *Re Ontario Labour Relations Board, Bradley et al. v. Can. Gen'l Electric Co.* (L.G. 1957, p. 860), as follows:

> . . . As members of the Board they are independent of both (employers and employees). They occupy a quasi-judicial position and in the discharge of their duties they must act judicially. Sitting in between them is an equally independent chairman. The present incumbent of that position has never been affiliated with either management or labour but it would be quite wrong to say that on that account he is more independent than his fellow members . . . because as between all the members there can be no gradations of independence.

Chief Justice McRuer reviewed the authorities and ruled that the Board members exercise quasi-judicial functions in determining certification matters and that, if a Board member is shown to be biased, the Board decision may be quashed on *certiorari*.

With regard to the question of "real or reasonable likelihood of bias," the Chief Justice considered a number of judicial precedents and concluded that it would be wrong for a person to act if there was a real likelihood of bias in favour of one of the parties; that if a person who is required to act judicially (or quasi-judicially) has a pecuniary interest in the matter in dispute, no matter how small, bias is presumed even in cases where the tribunal has in fact acted impartially; and that there was another class of case in which the objection is not founded on any pecuniary interest but would be in the nature of a challenge to favour and that in such cases the question to be answered is what are the facts of the case. He thought that question was the one to be determined in the case at bar. He stated, however, that it was not necessary, in answering the question, to decide whether bias had in fact existed.

Moreover, he noted that the authorities pointed out that it was difficult to determine the existence of bias as a matter of fact. Lord O'Brien in *The King (De Vesci) v. Justices of Queens County,* [1908] 2 Ir. R. 285, stated:

> We rarely, if ever, could ascertain the actual condition at a given moment of the human mind. All we are concerned with in such a case as the one now before us is, whether there was, at the outset of the inquiry, a real likelihood of bias; whether, under all the circumstances, there were reasonable grounds for believing that any one of the adjudicating magistrates would be, even unconsciously to himself, influenced by bias. By "bias" I understand a real likelihood of an operative prejudice, whether conscious or unconscious.

Chief Justice McRuer stated that the weight of the authorities established "reasonable likelihood of bias" as the correct test. He ruled that "real likelihood of bias" of the impugned member was not to be determined by an analysis of his mind or character but by an objective consideration of whether a reasonable man under the circumstances might suppose that there would be an improper interference, conscious or unconscious, with the course of justice if he sat.

The Chief Justice noted that when the impugned member was nominated as the president and chief executive officer of the Ontario Federation of Labour, he obligated himself to "faithfully support the constitution, principles and policies" of the Federation. He would have to promote the interests of Canadian Labour Congress affiliates, such as the General Workers' Local 101, as well. The Federation resolution made it a fixed policy to destroy the Mine-Mill union as a bargaining agent and that policy would have involved Local 902, if carried out.

The Mine-Mill intervention contesting the General Workers' certification application placed the impugned member of the Board in the position of sitting in judgment on an issue in dispute between the two unions. His decision could advance or retard the declared policy of the Federation. The Board member's oath required him to be impartial and his Federation oath required him, as chief executive and president, to carry out the Federation policies. Chief Justice McRuer ruled that it was "asking too much of human nature to hold that the chief executive of an organization which had announced a declared policy of destroying another organization should sit to decide disputes between the two organizations or their constituent affiliates."

It was argued that Section 75(2) of the Labour Relations Act gave the impugned member a statutory right to act even in cases where bias might be inferred. Moreover, it was argued that every trade union member has an interest in advancing the policies of his union and its affiliates and that, if the law was applied strictly, trade union members would be barred from sitting as Board members on every dispute between a union and an employer.

The Chief Justice ruled that the Legislature contemplated employees' representatives on the Board would be trade union members. Mere membership in a trade union affiliated with the Federation, he stated, would not warrant disqualification of the impugned member. The authorities demonstrate a distinction between mere membership and an executive responsibility to carry out the declared policies of a body.

Chief Justice McRuer went on to say:

> A man might well be a member of a trade union and be free to act with respect to matters before the Board affecting another trade union. It is . . . a different thing where a member of a board has a dual responsibility, on the one hand to carry out the declared policies of the . . . Federation . . . and on the other hand to decide impartially any matters that may be in conflict with those policies. I do not think on any recognized principle of law applicable to judicial or quasi-judicial tribunals one who has clearly divided loyalties as in this case can be permitted to act.

The Chief Justice made it clear that he did not make any suggestion of *mala fides* (bad faith) on the part of the impugned member. He felt quite confident that, if the matter had been presented to him at the time the objection was taken in the light of the present reasons for judgment, he would have disqualified himself and permitted another member of the Board to sit who did not have the same responsibilities and obligations in the Ontario Federation

of Labour that he had undertaken. The application for prohibition was granted. *Regina v. Ontario Labour Relations Board; Ex parte Hall,* (1963), 39 D.L.R. (2d), Part 2, p. 113.

Ontario High Court . . .

. . . enjoins uncertified union's peaceful picketing in disregard of Act's procedure

On June 7, 1963, Mr. Justice Landreville of the Ontario High Court, delivering written reasons for the injunction order he granted on June 5, ruled that peaceful picketing conducted by an uncertified union can be enjoined where it occurs in disregard of the procedures set out in the Labour Relations Act.

Edland Construction (1960) Ltd. was engaged in construction of a warehouse in Niagara Falls. On May 27 and 28, 1963, a picket line was formed by a dozen men who apparently were not employees of the company in question and were led by the business agent of the International Association of Bridge, Structural and Ornamental Iron Workers, Local 736.

There was no labour dispute between the company and its employees and there was no relationship between the company and the picketing union. No trade union was certified as a bargaining agent for any of the company's employees in Niagara Falls and no application for certification was made to the Labour Relations Board. Apparently the purpose of picketing was through intimidation either to compel the employees to "sign up" or to impose on the employer a collective agreement.

In the opinion of Mr. Justice Landreville, it was a case of clear interference with the private rights of labourers and employers. Further, he stated that, although there may be a common law right to communicate peacefully information by placard-bearing men on a picket line, that right must be cautiously exercised; for, if through that conduct there can be drawn any inference of intimidation or threats, or any interference with the acts of employees or the movement of merchandise and vehicles of the employer, such picketing constitutes the offence of watching and besetting, and further, it constitutes a conspiracy and a nuisance. Such picketing is designed to force a union contract on two groups by other than peaceful persuasive methods. Picketing, being lawful as a means of communicating information, ceases to have a character of righteousness when it acquires a character of invectiveness and interference in the rights of citizens to carry on their business.

Mr. Justice Landreville noted that, in *Smith Bros. Construction Co. v. Jones* (L.G. 1955, p. 678), Mr. Justice McLennan, referring to peaceful information picketing, stated that "if the development of the trade union movement has reached the point where workers will not cross a picket line to go to work, that is just as effective an interference with contractual relations as any other form of restraint might be. Loyalty to the rule . . . having been developed, the rule should not be abused for a wrongful purpose and where there is no justification."

That rule of loyalty to the picket line, Mr. Justice Landreville added, has now stretched out to the members of the public. Then, picketing ceases to mean communication of information and becomes a measure, to a varying degree, to a course of watching, besetting and intimidating others. It ceases to have a character of peacefulness when it aims at causing such nuisance and damages to the other as to force him into submission.

Mr. Justice Landreville concluded that picketing, even if it is peaceful, can be enjoinable where it occurs before the required resort is taken to the steps set out in the Labour Relations Act. The Act propounds the procedure to be followed, and to take the course indicated in the Act is not only a right but becomes an obligation. To act outside of the provisions of the Act to achieve a like end becomes a prohibition and is illegal. The injunction order against picketing was issued until the trial. *Edland Construction (1960) Ltd. v. Childs and Sallafranque,* (1963) 39 D.L.R. (2d), Part 7, p. 536.

Recent Regulations, Federal and Provincial

British Columbia issues three new minimum wage orders. New Brunswick issues rules for hairdressing and barbering schools

The federal Government issued the Older Worker Employment and Training Incentive Program Regulations and amended the Prevailing Rate Employees General Regulations, 1963.

In British Columbia, a new male minimum wage order for the machinist, moulder, refrigeration and sheet-metal trades established a minimum wage of $2 an hour for journeymen. Two other new orders, applicable to both men and women, set a minimum wage of $1 an hour for elevator operators and starters and for janitors and resident janitors in apartment buildings, with provision for lower rates during the first three months of employment.

In New Brunswick, rules for hairdressing and barbering schools were issued under the Trade Schools Act.

FEDERAL

Appropriation Acts

The Older Worker Employment and Training Incentive Program Regulations (SOR/63-439) were gazetted on November 27. These regulations set out the conditions under which the federal Government will pay a monthly incentive to employers who hire certain eligible older workers between November 1, 1963 and January 31, 1964.

These regulations were reviewed on the Older Workers page of the December issue, page 1102.

Financial Administration Act

Amendments to the Prevailing Rate Employees General Regulations, 1963, dealing with reporting pay and leave of absence with pay were gazetted as SOR/63-429 on November 13.

A new section on reporting pay has been added. It provides that, where a prevailing rate employee has reported to work his normal working hours or a scheduled overtime shift and the deputy head has certified that no work is available for him, he must now be paid two hours pay at the applicable normal or overtime rate, as the case may be.

Another new provision gives the deputy head discretionary power to grant leave of absence with pay to an employee who is called as a witness before an Appeal Board established by the Civil Service Commission or who is acting as the representative of the appellant before such a Board.

PROVINCIAL

B.C. Male and Female Minimum Wage Acts

The British Columbia Board of Industrial Relations recently issued three new minimum wage orders. The first established a minimum wage of $2 an hour for men in the machinist, moulder, refrigeration and sheetmetal trades. The second order, which is applicable to both men and women, increased the minimum wage of elevator operators and starters from 75 cents to $1 an hour. The third order, which also covers both male and female employees, set a minimum wage of $1 an hour for janitors, including resident janitors in apartment buildings.

Machinist, Moulder, Refrigeration and Sheet-metal Trades. The new order for the machinist, moulder, refrigeration and sheetmetal trades (B.C. Reg. 179/63, gazetted October 31) replaces three orders that set a minimum of $1.25 an hour for employees in the machinist and refrigeration trades and a minimum of $1.50 an hour for sheetmetal workers. Previously no minimum wage was fixed for moulders.

The $2-an-hour rate set by this order applies to all journeymen in these trades except persons permanently employed at maintenance work, employees engaged in the production-line or assembly-line manufacture of metal products for resale, and persons acting in a supervisory, managerial or confidential capacity who are exempt from the Hours of Work Act. In line with the usual practice, an exception is also made for an apprentice, part-time or handicapped employee with a special permit from the Board to work for less than the minimum wage. Such an employee must be paid at the rate specified in the permit.

A new feature of the order is that time and one-half the regular rate is now payable after 40 hours in a week instead of after 44 hours. If, by agreement, hours are averaged over a fixed period, the overtime rate must be paid for all hours worked in excess of a weekly average of 40 hours. As before, this premium rate is also payable for all hours worked in excess of eight in the day.

The daily guarantee provision is similar to that in most British Columbia minimum wage orders. Every employee must receive at least two hours pay at the regular rate if he reports for work in response to a call

from the employer and four hours if he commences work, subject to the usual qualifications.

Hours are limited to 8 in the day and 44 in the week, subject to the exceptions provided in the Hours of Work Act, but there is no provision for a weekly rest.

Elevator Operators and Starters. Like the majority of orders issued in British Columbia within the past year, the revised order for elevator operators and starters sets a regular minimum of $1 an hour, with provision for lower minima during the first three months of employment. During the first month of employment, the minimum is 85 cents an hour, increasing to 90 cents the second month and to 95 cents the third. As in other recent orders, a month's employment is defined as 22 working shifts.

Time and one-half the regular rate must now be paid after 40 hours in a week instead of after 44, and, as before, after 8 hours in a day. This brings the overtime requirement into line with the standard set in the majority of orders issued during the past year.

The daily guarantee provision, which is unchanged, is the same as that in the order for the machinist, moulder, refrigeration and sheetmetal trades described above.

The order again requires elevator operators and starters to be given a weekly rest of 32 consecutive hours, with provision for exceptions with the approval of the Board.

The revised order again gives the Board discretionary power to require an employer to furnish the elevator operator or starter with a seat or chair while on duty if it considers it necessary for the welfare of the employee.

The prohibition against an employer's requiring an elevator operator or starter to partake of meals or make use of lodgings as a condition of employment is continued. If the employee agrees to accept meals or use the lodgings provided by the employer however, the Board, as before, may regulate the charges if it thinks that the employer is charging too much for the type of services provided.

Janitors. The new order for janitors (B.C. Reg. 196/63, gazetted November 28) differs from the former order in that it sets the same minimum wage, $1 an hour, for resident janitors in apartment buildings as for janitors employed in other types of buildings. The previous order set an hourly minimum of 75 cents for janitors in buildings other than apartments and for resident janitors in apartments with four suites or less, and minimum monthly rates ranging from $50 to $265 for resident janitors in larger apartment buildings.

Another new feature is that, in line with recent practice, lower minimum rates are now set for janitors with less than three months experience. The minimum is 85 cents an hour during the first month of employment, 90 cents the second month and 95 cents the third.

Time and one-half the regular rate must be paid for all hours worked in excess of 8 in the day and 44 in the week, with the usual exception where hours are averaged over a fixed period. This provision represents a change for resident janitors; the previous order did not set overtime rates for these employees.

The order contains the usual daily guarantee provision but, as before, it applies only to persons employed by an employer whose sole or principal business is that of providing janitor service.

The policy with respect to charges for accommodation has been changed. An employer is now forbidden to make any charge for the accommodation provided for the resident janitor in an apartment building containing more than 10 suites.* In smaller apartment houses, the maximum charge is $50 a month. The Board has authority to order adjustments in the rates charged if it considers the accommodation is unsuitable or the charges unreasonable. Previously there was no provision for free accommodation nor any limitation on charges but the Board was empowered to regulate charges if it considered it necessary.

The maximum charge for gas or electricity remains $4 a month unless a meter is installed, in which case the resident janitor will be charged according to the amount used.

Hours of janitors and resident janitors are limited to 8 in the day and 44 in the week, with provision for variations by agreement between the employer and the employee and for extended hours in emergencies, subject to the approval of the Board.

If a janitor is working on a split shift, his hours must be confined within 12 hours immediately following commencement of work.

The provision requiring employees to be given a weekly rest of 32 consecutive hours, which previously applied only to janitors, now applies to resident janitors as well. The previous order provided for a weekly rest of 24 hours for resident janitors in buildings with 20 or more suites, and of 12 hours for those in apartments with 12

* The suite occupied by the janitor is not to be counted when computing the number of suites.

(*Continued on page 62*)

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for unemployment insurance benefit number 218,900 on October 31, a total 17 per cent higher than at previous month-end but 10 per cent lower than the year-earlier figure

Claimants for unemployment insurance benefit numbered 218,900 on October 31.* This was 17 per cent more than the total of 186,300 on September 30 but 10 per cent less than the figure of 244,100 on October 31, 1962.

Males made up most of the increase from the previous month and of the decrease from the previous year, amounting to 81 and 86 per cent respectively.

Of the male claimants on October 31, the proportion on claim for from one to four weeks was 57 per cent, compared with 50 per cent in the previous month. This increased percentage reflects the preponderance of males among the new applicants. Of the total number of males, 11 per cent had been on claim for 14 to 26 weeks, compared with 14 per cent in the previous month.

Initial and renewal claims filed during October numbered 126,200, an increase of some 33,000, or nearly 36 per cent, compared with total of 92,900 in September. The October total, however, was 16 per cent below the total of 150,400 in October 1962.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in October was estimated at 148,800, compared with 133,000 in September and 152,900 in October 1962.

Payments during the month totalled $14,000,000, compared with $12,500,000 in September and $15,800,000 in October 1962.

The average weekly payment per person was $23.51 in October, $23.54 in September, and $23.42 in October 1962.

*See Tables E-1 to E-4, pages 83-85.

Insurance Registrations

On October 31, insurance books or contribution cards had been issued to 4,834,660 employees who had contributed to the Unemployment Insurance Fund at one time or another since April 1, 1963.

On the same date, registered employers numbered 338,085, a decrease of 17 since September 30.

Enforcement Statistics

During October, 12,101 investigations were conducted by enforcement officers across Canada. Of these 7,302 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 367 were miscellaneous investigations. The remaining 4,432 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 269 cases, 125 against employers and 144 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,741.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in October totalled $30,963,087.46, compared with $29,718,170.57 in September and $30,065,935.05 in October 1962.

Benefits paid in October totalled $13,989,451.92, compared with $12,527,626.72 in September and $15,753,718.61 in October 1962.

The balance of the Fund on October 31 was $41,265,044.22; on September 30 it was $24,291,408.68 and on October 31, 1962 it was $89,928,587.38.

* These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Monthly Report on Placement Operations of the NES

During November 1963, the National Employment Service placed 100,300 persons in employment. Some 73,100, or 72.9 per cent, of these were men and 27,200, or 27.1 per cent, were women.

The cumulative total of placements for the 11 months ended in November was 1,073,300, comprising 724,500 placements of men and 348,800 placements of women. For both November and the 11 months, placement totals were between those of 1961 and 1962.

Some 3,800, or 3.8 per cent, of November's placements involved the movement of workers from one area to another; during the 11-month period, such transfers, 59,600 in all, accounted for 5.6 per cent of the placements effected.

The regional distribution of placements in November and in the 11 months was:

Region	*November*	*Eleven Months Ended November*
Atlantic	6,900	75,700
Quebec	39,500	309,000
Ontario	31,900	374,200
Prairie	14,100	184,300
Pacific	7,900	130,100

Vacancies notified by employers to national employment offices during November followed the same general pattern as placements. Vacancies for men numbered 90,300, or 69.6 per cent of the total of 129,700.

For the 11 months ended in November, vacancies reached a total of 1,339,000, of which 870,300 (65.0 per cent) were male vacancies and 468,700 (35.0 per cent) were female.

As in placements, vacancies notified during November and during the 11-month period reached a point between the totals of 1961 and 1962.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2262, Nov. 6, 1963

Summary of the Main Facts: The claimant, married, filed an initial application for benefit at a local office of the Unemployment Insurance Commission on May 4, 1962, and was registered for employment as a bookkeeping machine operator. She had worked for the same employer from July 9, 1951 to March 2, 1962, when she voluntarily left because of pregnancy. Her rate of pay had been $307 a month.

Her child was born on April 1, 1962, and as arrangements for the care of the child in the event that she was offered employment had not been confirmed, the insurance officer disqualified her from receipt of benefit commencing April 29, 1962. The disqualification was terminated, however, on May 19, 1962, and the claim was allowed.

As a result of an investigation, the claimant made the following Statutory Declaration to the Commission dated August 30, 1962:

I, . . . do solemnly declare that: . . . I last earned $307 a month as a bookkeeping machine operator. I quit 2 March 1962 because of pregnancy—my first boy [was] born 1 April 1962, claim filed 4 May 1962 . . . Mrs. X, who is unemployed and not a UIC claimant, is my baby sitter . . . I have had no employment, earnings or vacation while on claim. I am capable and available for full-time work in Z— . . . I am not willing to work for less than $280 a month. I have made no applications for work . . .

And I make this solemn declaration conscientiously believing it to be true, and knowing that it is of the same force and effect as if made under oath, and by virtue of the Canada Evidence Act.

The local office commented that the prevailing rates in the area were $40 to $60 a week and referred the claim to the insurance officer for adjudication.

The insurance officer disqualified the claimant and suspended benefit from September 2, on the ground that she had failed to provide she was available for work, as required by Section 54(2)(a) of the Act, as she was unduly restricting the wages she was willing to accept. The insurance officer notified the claimant of the disqualification in a letter dated September 18.

The claimant appealed to a board of referees in a letter, which was received in the local office on September 25. The letter reads:

. . . Your officer was in to see me and he asked me what wages I would accept; usually everyone quotes high but accepts less. Not ever having been on unemployment insurance before or knowing bookkeeping machine operator wages—naturally a person would quote nearer [her] former wages. Why do you people ask what wages we would accept when you know the salary wages in Z—; after all, who should know better than you people. If you work in one office for 11 years you don't know what other businesses are paying. You put the question to us and if we answer wrong you cut our benefits. I don't think you are being fair.

In the meantime, I have been watching the want-ads and have visited a few places . . . but had no luck—I will continue looking . . .

On receipt of the appeal, the local office wrote to the claimant on September 28, asking her to state the minimum salary she would consider acceptable in regard to any employment. Her reply, dated October 1, reads:

Regarding your letter dated September 28, 1962, the minimum salary I would consider acceptable is $250 per month. Hoping this salary is close to bookkeeping machine operators in Z— . . .

In the Submission to Board of Referees dated October 9, the insurance officer said:

The insurance officer gave very little weight to this last statement by the claimant as it was made after she had been disqualified. She had been unemployed since March 1962 and had shown no effort of her own to obtain employment. In his opinion her intentions and attitude toward employment showed a complete lack of interest in returning to the labour market and he, therefore, effected no change in his decision.

The unanimous decision of the board of referees, which heard the case on October 23, 1962, reads:

The claimant was present at the hearing, and complained to the board that when asked what wages she would accept for work, it was only a natural reaction of a party so asked that the figure quoted would be as close as possible to the wages formerly received by her. The claimant admitted receiving the UIC 501D booklet at the time of registering for benefits, and indicated that she had read some but not all of it.

Apart from the positive statement of the claimant on 30 August 1962 that she would not work for less than $280 per month, the claimant also indicated that she had made no applications for work as of the time the said statement was given.

She has apparently made applications for work since that time, but when asked whether she would be willing to accept work in a department store as a sales clerk at a wage of approximately $35 to $40 per week, the claimant indicated that she did not see why she should be expected to take a position such as a sales clerk for a salary of that amount. This statement was made by the claimant notwithstanding that she has been unemployed for a considerable period of time, and that there have apparently been no available positions in her own line of work obtainable through either the [UIC] office or through her own efforts.

. . . The claimant has accordingly failed to prove her availability for work on 2 September 1962, and subsequently.

. . . The appeal of the claimant is dismissed and the decision of the insurance officer is upheld.

The claimant applied to the chairman of the board of referees for leave to appeal to the Umpire and in that connection, her lawyers, in a document dated November 2, 1962, stated:

. . . It is respectfully submitted that the facts of the subject case raise serious and profound issues relative to the proper interpretation of Section 54(2)(a) of the Unemployment Insurance Act, and, as well as to the type of evidence upon which the board of referees may properly affirm a disqualification decision of an insurance officer. The relevant evidence before the board may be summarized as follows:

The claimant swore a Statutory Declaration on the 30th day of August 1962 . . . It is to be emphasized that the applicant swore this Declaration at the request of an officer of the [UIC] and that the statements set forth in the said Declaration do not present all the conversation which took place between the unemployment insurance officer and the applicant.

The applicant made it abundantly clear at the time that she had been following local newspapers for a possible position in the category of work in which she was skilled, but had not found any such positions advertised up to the date of the Declaration. In other words, she had taken steps prior to August 30, 1962 to seek out employment as a bookkeeping machine operator through the want-ads of the local papers, but had been unsuccessful in this regard.

As regards her statement to the effect that she would not be willing to work for less than $280 per month, it is to be emphasized that this statement was made in response to questions from the aforesaid unemployment insurance officer and it is only reasonable for a person who has been earning up to $307 per month in a reasonably skilled position to hope for future employment at approximately the same wage scale.

Reviewing the sequence of events up to the second day of September 1962, it is obvious that the insurance officer who effected the order for disqualification of the applicant placed great reliance on the Statutory Declaration sworn on the 30th day of August. In other words, the disqualification arose not through the lack of co-operation or indifference to seeking out job opportunities, but rather *through her response to a question put to her by the unemployment insurance officer as to what wage rate she was seeking.*

The applicant would refer to the submission made to the board of referees by the insurance officer and especially page 2 of the said submission, where the insurance officer points out that prevailing rates in the Z— area ranged from $40 to $60 per week for workers in the [type] of employment in which the applicant was skilled.

It is to be emphasized that *at no time was the applicant advised of prevailing rates and, accordingly, could have no knowledge that her requested wage rate of $280 per month was out of line with current prevailing wage rates in that area.*

In the statement of facts set forth in the decision of the board of referees, the learned members of the board appear to lay great weight upon a statement made by the applicant to the board to the effect that she did not see why she should be expected to take a position such as a sales clerk's for a salary approximating $35 to $40 per week. The applicant respectfully submits that her statements to that effect should have no bearing on a determination of her availability to work on September 2nd, 1962, and subsequently. It is respectfully submitted that the disqualification order of September 2nd, 1962, was based and, in fact, could only be based upon the evidence set forth in the applicant's Statutory Declaration of August 30th, 1962, and that the evid-

ence set forth in the said Statutory Declaration was not a proper basis upon which the insurance officer and the board of referees could find the applicant was unavailable for work on September 2 and subsequently.

It is respectfully submitted that it was not unreasonable for the applicant to hope to gain employment at $280 per month at that time and that if officers of the [UIC] thought that her request for such a salary was unreasonable, *they should have communicated that fact to her in the clearest terms before disqualifying her.*

It is obvious from all the evidence in this case that the insurance officer used the applicant's Declaration, and especially her statements therein regarding the wage rate she was seeking, as an excuse for disqualifying her. In this regard it is to be emphasized that the applicant was not warned or cautioned at the time she made this Declaration that she would be bound by it and that it would be used as a basis for disqualification in the event that she did not reduce her wage rate demand below the $280 figure set forth therein.

The applicant reiterates that serious issues are raised by the unusual nature of the evidence upon which the insurance officer and the learned members of the board have founded their decisions and, accordingly, respectfully applies for leave to appeal the decision of the board of referees herein . . .

Leave to appeal to the Umpire was granted to the claimant by the chairman of the board of referees, who said:

I cannot agree with the submissions in the claimant's application for leave to appeal that question the right of the board of referees to attach weight to statements made by the claimant at the hearing. . . However, this claimant is only one of several claimants who have appeared before this chairman in recent months, complaining of the manner in which they were questioned on the wages which they were willing to accept . . .

Several such persons have indicated that there is no possible way for them to know what the prevailing rates for positions are in this area and, accordingly, to know whether their own suggested wage rate is out of line with the current prevailing wage rates in that area. When asked what wages they were willing to accept they stated that it was only natural to request a wage approximately their former salary.

Accordingly, I am consenting to the claimant's application for leave to appeal to the Umpire, since I feel that a principle is involved here which requires clarification and comment through the medium of an Umpire's decision . . . it would [also] be appreciated if the Umpire would comment on or answer the following questions:

1. Should a claimant be advised what the prevailing rates are in an area before being asked what salary he or she is willing to accept?
2. Was this claimant prejudiced in the making of her claim in not being advised of the prevailing rate before being asked to state her required wage?

The [claimant's] law firm, in a document dated July 18, 1963, submitted a statement of observations for consideration by the Umpire and a request for an oral hearing of the appeal. The document reads:

The appellant . . . requests that a hearing be granted for this appeal so that she may be given the opportunity to present *viva voce* evidence with respect to the matter under appeal.

The appellant points out that a formal application for leave to appeal from the decision of the board of referees herein was submitted on her behalf on November 2nd, 1962, and . . . presented the facts in issue and the grounds of appeal.

The appellant concedes that a formal appeal was not submitted in exact accordance with Section 75 of the Unemployment Insurance Act, but would point out that the application for leave to appeal contained all of the basic facts and information upon which the appeal would be argued. In this regard the appellant adopts the points raised by [the] chairman of the board of referees in his consent order under which he approves the appellant's application for leave to appeal to the Umpire.

The appellant respectfully submits that there are serious substantive issues raised in the instant case which should be adjudicated upon by the Umpire, and respectfully requests that a formal hearing be granted so that *viva voce* evidence may be given by the appellant as to the issues under appeal. . .

The case was heard in Z— on September 26, 1963. The claimant, who was present, was represented by her solicitor, and the Commission by one of its solicitors.

Considerations and Conclusions: The only ground on which the claimant was disqualified by the insurance officer is that she had failed to prove that she was available for work from September 2, 1962, in that she had unduly restricted the wages she was willing to accept when she stated on August 30, 1962, "I am not willing to work for less than $280 a month."

In her appeal to a board of referees on September 25, 1962, the claimant contended, in effect, that her statement had not been accurately transcribed by the interviewing officer and that she had been prejudiced in not being informed of the prevailing rates of pay before being asked to state what salary she was willing to accept.

In a decision dated June 14, 1963, namely, CUB 2178, which dealt with a similar case, the Umpire decided to allow the appeal because the terms of the questions which had been put to a claimant had not been recorded in the declaration she had signed, and also because no information appeared to have been given to that claimant regarding the prevailing rates of pay and the law applicable in her case before being questioned by the interviewing officer.

The reason behind the aforementioned decision, and this remark seems to apply in the instant case, is that a claimant, as a general rule, does not know and is not

(*Continued on page 23*)

Wage Schedules Prepared and Contracts Awarded during November

Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 183 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 140 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 195 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Limited	1	$21,000.00
Defence Production	161	979,410.00
Post Office	4	51,437.50
Public Works	1	9,346.00
Transport	4	12,581.80

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during November

During November the sum of $1,623.51 was collected from five contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 35 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in November

DEPARTMENT OF AGRICULTURE

Near Elbow Sask: Emil Anderson Construction Co Ltd, Square M Construction Ltd & Coleman Collieries Ltd, construction of Qu'Appelle River Dam, SSR Project (Contract 36). *Near Lethbridge Alta:* Burns & Dutton Construction (1962) Ltd, construction of main canal, Waterton to Belly River.

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: Franki of Canada Ltd, supply & installation of Franki caissons for Bldg No 137.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Halifax N S: Construction Equipment Co Ltd, installation of fencing, Mulgrave Park. *Moncton N B:* Community Enterprises Ltd, construction, site work & landscaping of 103 dwelling units (FP 1/63). *Saint John N B:* Cameron Contracting Ltd, construction, site work & landscaping of 94 dwelling units (FP 5/63). *Montreal Que:* The Tower Co (1961) Ltd, construction of retaining walls, curbs, type & chain link fencing & paving, Le Domaine Apartment Project; D Ferruccio & T Ricci, snow removal, Benny Farm; Ernest Rollin Co Ltd, snow removal Cloverdale Park; Mucci & D Trevisonno, snow removal, Le Domaine; Ugo Bachetti, snow removal, Park Royal. *Pierrefonds Que:* Andre Prefrontaine, repairs to MIF houses. *Ville St Laurent Que:* Sestock Construction Ltd, interior renovations, Park Royal Apartment Project. *Ottawa Ont:* Comet Electric, parking lot improvements & installation of underground electric car heater system for Strathcona Heights housing project.

In addition, this Corporation awarded 15 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Bruce Indian Agency Ont: Lexington Contracting Ltd, construction of school, Cape Croker. *Portage la Prairie Indian Agency Man:* Relf Plumbing & Heating Ltd, installation of dishwashing facilities, Brandon IRS. *Carlton Indian Agency Sask:* Dashchuk Construction Ltd, installation of diesel-electric plant, outside power distribution, wiring & heating of school-teacherage & separate teacherage, Montreal Lake IDS.

DEFENCE CONSTRUCTION (1951) LIMITED

Cornwallis N S: Fundy Construction Co Ltd, renovations to bldg No 7, HMCS *Cornwallis;* Rodney Contractors Ltd, construction of earth fill dam & mains, etc, HMCS *Cornwallis;* Roy V Germain Ltd, renewal of lighting fixtures, bldg No 10, HMCS *Cornwallis. Shearwater N S:* Diamond Construction (1961) Ltd, installation of storm sewer system, RCN Air Station. *Renous N B:* Mace Ltd, additions to electrical power distribution system, RCN Ammunition Depot. *St Hubert Que:* Great Contractors Ltd, supply & installation of industrial space heaters, Hangar 12, RCAF Station. *Valcartier Que:* Cardinal Painting & Decorating Co Ltd, interior painting of 199 PMQs, Camp. *Centralia Ont:* International Painting & Decorating Co, interior painting of 91 PMQs. *Kingston Ont:* E S Fox Plumbing & Heating Ltd, replacement of boiler & conversion to gas heating, bldg

No 12. *London Ont:* Peerless Enterprises, Division of Tectum Ltd, re-roofing of warehouses Nos 2 & 3, No 27 COD. *Shirley Bay Ont:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of roadway lighting, DRB. *Trenton Ont:* Walker Painting & Decorating Co Ltd, interior painting of 181 PMQs, Middleton Park; Walter F MacCormack Ltd, interior painting of eight bldgs, No 6 RD. *Fort Churchill Man:* F Fentiman & Sons Ltd, replacement of overhead doors, Bldg D-13, RCASC & Pan-American Vehicle Garage. *Winnipeg Man:* Hay Decorating Co Ltd, interior painting of 109 PMQs, Fort Osborne Barracks. *Shilo Man:* Hay Decorating Co Ltd, interior painting of 102 PMQs, Camp. *Edmonton Alta:* Ernest Painting & Decorating Ltd, interior painting of 120 PMQs, Griesbach Barracks. *Sarcee Alta:* Park & Derochie Decorating Co Ltd, interior painting of 10 bldgs, Camp. *Aldergrove B C:* A B Longstaff & Son Ltd, land clearing, HMCS *Aldergrove. Comox B C:* Beaver Construction Co Ltd, construction of runway & taxiway & overlay of runway, taxiway & apron, RCAF Station; H B Contracting Ltd, installation of water main, HMCS *Quadra. Masset B C:* Northern Engine & Equipment (BC) Ltd, installation of diesel electric set, bldg No 18.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Leonard Roofers & Metal Workers Ltd, roof repairs, RCAF Station. *Greenwood N S:* G W Sampson Construction Co Ltd, interior painting of 26 PMQs, RCAF Station. *Halifax N S:* Dartmouth Asphalt Co Ltd, asphalt paving, Shannon Park married quarters; Harrison Bros, interior painting, bldg No 61, Windsor Park; Standard Paving Maritime Ltd, paving repairs, HMCS *Stadacona. Bagotville Que:* Les Entreprises d'Embellisement du Saguenay, alterations to floors in various hangars, RCAF Station. *Montreal Que:* Jos Dufour, interior painting of workshop & offices, 405 Chabanel St. *Quebec Que:* Parent & Fils Enr, interior painting, Grand Allee Armoury. *Valcartier Que:* Construction Orleans Inc, paving of various areas, CARDE. *Clinton Ont:* W MacDonald Electric Co Ltd, installation of fixed fire detection & alarm system in Bldgs 6 & 7, RCAF Station. *Downsview Ont:* Dominion Steel & Coal Corp Ltd, fencing of Keele Street boundary, RCAF Station. *Guelph Ont:* George Keen Construction Ltd, alterations to heating & stores accommodation, Armoury. *Kingston Ont:* Canada Shipbuilding & Engs Ltd, repairs to coal bunkers, Barriefield Camp. *Oakville Ont*: Toronto Building Cleaning & Tuckpointing Ltd, exterior repairs to Bldgs 1A-B-C, Ortona Barracks. *Petawawa Ont:* Rondeau Electric Ltd, installation of warning lights on heating systems, Camp. *Trenton Ont:* Wilson Concrete Products Ltd, supply & installation of prestressed concrete slabs, bldg No 28, RCAF Station. *Calgary Alta:* Borger Construction Ltd, installation of water main, Currie Barracks. *Cold Lake Alta:* "Tony" Construction Co, alteration & conversion of bldg into dental clinic, RCAF Station. *Boundary Bay B C:* M Sleightholme & Co Ltd, interior painting, Vancouver Wireless Station.

In addition, this Department awarded 58 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Montreal Que: Hurtsteel Products Ltd, construction of dust bins for shipping galleries, elevators Nos 1, 2, 3 & 5. *Quebec Que:* Michaud & Simard Inc, paving of roadways. *Vancouver B C:* Grinnell Co of Canada Ltd, installation of sprinkler system, shed No 1, Lapointe Pier; Vancouver Pile Driving & Contracting Co Ltd, construction of pile dyke, Mosquito Creek Outfall.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Kitchener, Iona & Amherstburg Ont: Litwiller Bros, removal of trees, Woodside National Historic Park, Southwold Earthworks National Historic Site & Fort Malden National Historic Park. *Prince Albert National Park Sask:* North West Electric Co Ltd, construction of underground electrical distribution system for new serviced campground. *Jasper National Park, Alta:* Whissell Enterprises Ltd, construction of water supply main, septic tank & outfall sewer, Whistler Mountain Campground. *Kootenay National Park B C:* Poole Construction Co Ltd, construction of toilet bldg, Marble Canyon & workshop bldg for warden's station, Kootenay Crossing.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

POST OFFICE DEPARTMENT

This Department awarded 53 contracts containing the General Fair Wages Clause.

DEPARTMENT OF PUBLIC WORKS

Cartwright (Labr) Nfld: J V Dawe Ltd, installation of underground electrical service cable for RCMP detachment quarters. *Jerseyside Nfld:* H Drover & Co Ltd, breastwork repairs. *Lower Bacon Cove Nfld:* Benson Builders Ltd, wharf reconstruction. *St Brides Nfld:* Benson Builders Ltd, breakwater repairs. *St John's Nfld:* Benson Builders Ltd, alterations & additions for Department of Forestry, Sir Humphrey Gilbert Bldg. *St Lawrence Nfld:* William A Trask Ltd, construction of retaining walls. *Twillingate Nfld:* W J Goulding Ltd, installation of water treatment equipment in RCMP detachment bldg. *Carleton Village N S:* Shelburne Contracting Ltd, wharf repairs. *Church Point N S:* Bernard & Gerard Lombard, wharf repairs. *Lower Sandy Point N S:* Shelburne Contracting Ltd, breakwater repairs. *Murphy's Pond N S:* Albert MacDonald, repairs to harbour facilities. *Skinner's Cove N S:* Joseph Almon, harbour improvements. *Yarmouth N S:* Marsh Plumbing & Heating Ltd, installation of water line. *Arvida Que:* Girard & Freres, repairs to public bldg. *Chambly Que:* Electra Construction Ltd, construction of post office bldg. *Cowansville Que:* Argo Construction (1961) Ltd, construction of various bldgs for Medium Security Institution, phase No 2. *Lac St Amant Que:* P E Bellehumeur, wharf construction. *Lanoraie Que:* Turnbull Construction Inc, construction of protection works (project No 2). *Longueuil Que:* Lemieux & Frere Inc, addition & alterations to post office. *Matane Que:* Fernand McMullen, breakwater repairs (east pier); Ouellet Electrique, installation of lighting system for town wharf. *Montreal Que:* Prieur Enterprises Inc, addition, alterations & new conveyor installation, Postal Station "E", St Laurent St. *Natashquan Que:* Pierre Paul Gauthier, construction of two classrooms & teachers quarters addition to IDS, Seven Islands Agency. *Paspebiac Que:* Jacques Normand, installation of wharf lighting system. *Perkins Landing Que:* Turnbull Construction Inc, wharf repairs. *Pointe au Pic Que:* Claude Belley, construction of concrete wall. *Quebec Que:* Louis Philippe Racine, snow removal, federal public bldgs. *Ste Agathe des Monts Que:* Sylvio Valiquette, interior alterations, federal bldg. *St Jean Que:* Roger Gregoire, interior painting of federal bldg. *Ste Marthe Que:* Theodose Pelletier, wharf repairs. *Haliburton Ont:* Bailey Construction Co Ltd, tourist wharf extension. *Joyceville Ont:* Ruliff Grass Construction Co Ltd, construction of water filtration plant & pumphouse, Joyceville Institution. *Kemptville Ont:* E A Crain Construction Ltd, installation of sewage disposal unit & subsoil drainage system, WSAC Bldg. *McKeller Ont:* Ruliff Grass Construction Co Ltd, construction of wharf. *Ottawa Ont:* A Lanctot, construction of loading zone, Daly Bldg; O'Leary's (1956) Ltd, site development, Confederation Heights. *Sarnia Ont:* Fowler Masonry Repair Service, interior & exterior repairs to federal bldg. *Skeleton Bay* (Lake *Rousseau) Ont:* Alfred Haigh, construction of wharf. *Val Caron Ont:* Fielding Construction (Sudbury) Ltd, construction of post office bldg. *Wolseley Bay Ont:* Albert Haigh, wharf repairs & extension. *Lake Lenore Sask:* C W Hill Construction Ltd, construction of post office bldg. *Langham Sask:* J G J Wolfe Construction Ltd, construction of post office bldg. *Regina Sask:* Beattie Ramsay Construction Co Ltd, construction of site roads, water distribution system & sewage disposal facilities, New Experimental Farm. *Rocanville Sask:* Logan Stevens Construction Ltd, construction of post office bldg. *Calgary Alta:* Befus Construction Ltd, alterations to areaway retaining wall, Traders Bldg. *Cardston Alta:* Weston Bros Ltd, repairs to St Mary's school gymnasium. *Edmonton Alta:* Parkins Construction Ltd, foundation & subfloor repairs, bldg No 19, Charles Camsell Hospital. *Castlegar B C:* Boundary Electric (Castlegar) Ltd, installation of ventilation system, federal bldg. *Chilliwack B C:* West Coast Painting Co Ltd, general repairs & repainting, federal bldg. *Deep Bay B C:* Pacific Piledriving Co Ltd, installation of float booster logs. *Kamloops B C:* Smith Bros & Wilson Ltd, construction of parking site, 359 St Paul St. *Lund B C:* Westminster Boiler & Tank Co Ltd, breakwater replacement. *Vancouver B C:* Kelsey Construction Ltd, alterations to 6th floor, Begg Bldg; Grinnell Co of Canada Ltd, alterations to bldg for fire protection installation, RCMP Fairmont Barracks. *Westview B C:* McKenzie Barge & Derrick Co Ltd, harbour improvements (breakwater, dredging & fill). *Hay River N W T:* Mix the Mover, moving six federal housing units.

In addition, this Department awarded 49 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Near St Lambert & Beauharnois Que: Frost Steel & Wire Co (Quebec) Ltd, erection of chain link fencing, St Lambert, Caughnawaga, St Louis & Valleyfield Bridges. *Merritton & Port Colborne Ont:* Sheafer-Townsend Ltd, reconditioning of balance chains, Bridges 5 & 20, Welland Canal. *St Catharines Ont:* Blenkhorn & Sawle Ltd, supply & installation of water line, Lock 3, Welland Canal.

DEPARTMENT OF TRANSPORT

Ramea Nfld: Newhook & Morgan Engineering Ltd, construction of bachelors' quarters, combined generator & radio beacon bldg & installation of fencing. *Halifax N S:* Diamond Construction (1961) Co Ltd, installation of cable ducts under runway 09-24 & taxiway, International Airport. *Ancienne Lorette Que:* La Cie de Construction des Blvds du Quebec, revisions to entrance road & car parking area, Que Airport. *Matane Que:* La Compagnie D'Equipement et de Construction de Rimouski Ltee, extension of runway 07-25. *Fort William Ont:* Sillman Co Ltd, alterations & extension to air terminal bldg, construction of operations bldg & related work, Lakehead Airport. *Malton Ont:* Conniston Construction Co Ltd, site services (Phase 3), Toronto International Airport. *Near Rosedale Ont:* Risi Stone Co Ltd, restoration of concrete at lock No 35, Trent Canal. *Thompson Man:* Poole Engineering (1958) Ltd, construction of paved runway, Airport. *Edmonton Alta:* Hillas Electric Co Ltd, installation of power to car park attendants' bldg, ticket machines & related work, International Airport. *Empress Alta:* D L Guthrie & A Dyberg, construction of dwelling & related work. *Abbotsford B C:* Bill Toews & Sons, clearing of approach to runway 24. *Amphitrite* Point B C: Quinney & Fuller Construction Ltd, construction of dwelling, Lightstation. *Kamloops B C:* Interior Contracting Co Ltd, paving of maintenance garage apron & access road & construction of car park & entrance road for new air terminal bldg. *Scarlett Point B C:* Canwest Construction Co Ltd, construction of dwelling & tower, Lightstation. *Watson Lake Y T:* Nadon Sheet Metal Works Ltd, replacement of furnaces in five dwellings & related work.

In addition, this Department awarded 18 contracts containing the General Fair Wages Clause.

Recent Regulations

(*Continued from page 53*)

to 19 units, but did not provide for a weekly rest for resident janitors in smaller buildings.

Effective Dates. The order for the machinist, moulder, refrigeration and sheet-metal trades (B.C. Reg. 179/63) went into force on December 9, 1963, and the order for elevator operators and starters (B.C. Reg. 190/63) on December 16. The revised order for janitors and resident janitors (B.C. Reg. 196/63) went into force on January 5, 1964.

Order Rescinded. A 1947 order that set a minimum wage of $20 a week for the personal service occupation was rescinded by B.C. Reg. 191/63, gazetted November 14.

New Brunswick Trade Schools Act

In New Brunswick, regulations under the Trade Schools Act governing hairdressing and barbering schools approved by O.C. 63-823 were gazetted on November 20.

Before a hairdressing or barbering school may be registered as required by the Act, the operator must furnish the Minister of Education and Municipal Affairs with a copy of the theory examination and an outline of the practical examination acceptable to the Minister.

Every trade school offering a hairdressing course must give a minimum of 1,000 hours of instruction, which must include at least 150 hours of theory instruction.

A barbering school is required to give at least 800 hours of instruction, which must include a minimum of 120 hours of theory.

The operator of a hairdressing or barbering school may not permit an instructor to instruct more than 15 students at the same time.

Every hairdressing and barbering school must supply the trainee with the necessary tools but provision for theft or unnecessary damage may be made in the contract signed by the student.

Quebec Workmen's Compensation Act

In Quebec, the Department of Tourism, Game and Fish was added to Schedule 2 of the Workmen's Compensation Act by O.C. 1938, gazetted November 16. The Schedule lists the industries in which the employer is individually liable to pay compensation.

PRICE INDEX

Consumer Price Index, December 1963

The consumer price index (1949=100) rose to 134.2 in December, up 0.1 per cent from the November index of 134.0 and 1.7 per cent above the December 1962 index of 131.9.*

Between November and December, increases occurred for five of the seven main components. The Transportation component was lower; tobacco and alcohol showed no change.

The food index rose to 131.4 from 130.8, an increase of 0.5 per cent. Prices were higher for most dairy products, fats, bakery and cereal products, fresh and canned vegetables, poultry and a number of specific items, including jams, coffee, soft drinks and apples. Prices were considerably lower for eggs, oranges, bananas and sugar, and more moderately lower for most meats.

The housing index edged higher to 137.0, up 0.1 per cent from 136.9, as a result of increases in the shelter component. Within shelter, the rent index was unchanged but the home-ownership index was higher. The household operation component was unchanged as scattered price increases for some items of furniture, floor coverings, textiles, utensils and equipment, and household supplies were not sufficient to move the index.

The clothing index increased 0.2 per cent to 118.9 from 118.7. Indexes for men's wear, footwear and piece goods increased while indexes for women's wear, children's wear and clothing services moved down.

The transportation index fell 0.4 per cent to 140.6 from 141.2, reflecting a decrease in the index of automobile operation. Initial prices for the 1964 models of new passenger cars were below the year-end prices of 1963 models. Prices for gasoline and chassis lubrication were slightly lower; for motor oil, somewhat higher.

The health and personal care index moved to 165.4 from 164.8, an increase of 0.4 per cent, as a result of higher prices for men's haircuts.

The recreation and reading index rose 0.3 per cent to 151.4 from 151.0. In the recreation component, prices were higher for toys. A newspaper price increase in Montreal moved the reading component.

The tobacco and alcohol index was unchanged at 118.5.

Group indexes in December 1962 were: food 127.8, housing 135.7, clothing 115.8, transportation 140.2, health and personal care 159.8, recreation and reading 148.2, and tobacco and alcohol 117.8.

* *See* Table F-1, page 87.

City Consumer Price Indexes, November '63

Consumer price indexes rose between October and November in seven of the ten regional cities.* Increases ranged from 0.1 per cent in Toronto and Saskatoon-Regina to 0.5 per cent in Winnipeg. The Ottawa index declined 0.1 per cent and the Edmonton-Calgary and Vancouver indexes were unchanged.

Higher food indexes were common in six cities, the greatest increase being 1.0 per cent in Winnipeg. Two cities had lower food indexes; two were unchanged. Housing indexes were higher in four cities, lower in one, and unchanged in five. Higher clothing prices were reported in six cities, lower in one, and unchanged in three. In three cities increases were registered in the transportation index; in all others it remained unchanged. The health and personal care index moved up in eight cities and down in one. Indexes for recreation and reading were higher in all ten cities. Tobacco and alcohol indexes rose in one city and fell in three.

Regional consumer price index point changes between October and November were: Winnipeg +0.6 to 131.2; St. John's +0.5 to 120.8†; Montreal +05 to 133.9; Saint John +0.3 to 133.3; Halifax +0.2 to 131.4; Toronto +0.2 to 135.2; Saskatoon-Regina +0.1 to 128.7; Ottawa —0.2 to 134.5. Edmonton-Calgary and Vancouver remained unchanged at 127.7 and 131.8 respectively.

Wholesale Price Index, November 1963

The general wholesale index (1935-39=100) rose 0.4 per cent in November, to 247.0 from 245.9. It was 1.9 per cent above the index of November 1962.

Six major group indexes increased, one declined and one remained unchanged.

The vegetable products group index advanced to 237.6, or 1.9 per cent from the October index of 233.2. The non-ferrous metals products group index rose 0.6 per cent to 199.7 from 198.6 a month earlier; the wood products group index of 326.4 was 0.5 per cent above the October index of 324.8; and the textile products group index moved up 0.4 per cent to 249.7 from 248.8. The indexes of the non-metallic minerals products group and the chemical products group both rose 0.3 per cent to 191.0 from 190.5, and to 188.8 from 188.2, respectively.

*See Table F-2, p. 87.

†On base June 1951=100.

The animal products group index declined to 250.3 from 252.7, or 0.9 per cent.

The iron products group index was unchanged at 254.4.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 0.5 per cent, from 214.7 to 215.7, in the three-week period ended November 22. The animal products index rose 0.9 per cent from 265.3 to 267.8, and the field products index eased 0.2 per cent from 164.1 to 163.7.

The residential building material price index, on the base 1935-39=100, advanced 0.4 per cent from 313.4 to 314.7 between October and November, and on the 1949=100 base, from 137.5 to 138.0. The non-residential index (1949=100) rose 0.2 per cent from 136.8 to 137.1.

U.S. Consumer Price Index, November '63

The United States consumer price index (1957-59=100) rose by 0.2 per cent, from 107.2 to 107.4, between mid-October and mid-November. The increase resulted largely from unseasonal rises in food prices. Prices for 1963 as a whole are expected to reach a five-year high.

The November 1962 index was 106.0.

British Index of Retail Prices, October 1963

The British index of retail prices (Jan. 16, 1962=100) rose from 103.3 to 103.7 between mid-September and mid-October. The month's rise was attributed to increases in the price of sugar, potatoes and milk.

The food index was up from 103.0 to 104.2.

The index for October 1962 was 101.4.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *Labour Gazette*.

List No. 183

Accident Prevention

1. INTERNATIONAL LABOUR OFFICE. *Manual of Industrial Radiation Protection. Part 1. Convention and Recommendation concerning the Protection of Workers against Ionizing Radiations, adopted by the International Labour Conference at its 44th Session, Geneva, June 1960.* Geneva, 1963. Pp. 24.

2. U.S. BUREAU OF LABOR STANDARDS. *Static Electricity. Washington,* GPO, 1963. Pp. 20.

How to control the hazards of static electricity.

3. U.S. BUREAU OF LABOR STANDARDS. *Using Injury Statistics. Washington,* GPO, 1963. Pp. 18.

" . . . Discusses the latitude and limitations of injury statistics and suggests how such statistics can be utilized as a means for establishing an injury prevention program."

Annual Reports

4. CANADA. BUREAU OF STATISTICS. *Annual Report for the Fiscal Year ended March 31, 1963.* Ottawa, Queen's Printer, 1963. Pp. 46.

5. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1963.* Ottawa, Queen's Printer, 1963. Pp. 92.

6. CANADA. DEPARTMENT OF LABOUR. ACCIDENT PREVENTION AND COMPENSATION BRANCH. *Eleventh Annual Statistical Report of Claims for Work Injuries of Federal Public Service Employees for the Fiscal Year ending March 31, 1963.* Ottawa, 1963. Pp. 15.

7. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Annual Earnings in the Scientific and Technical Professions, 1962; a Preliminary Report.* Ottawa, Queen's Printer, 1963. Pp. 8.

French text inverted. French title is, *Gains annuels dans les professions scientifiques et techniques, en 1962.*

8. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wage Rates, Salaries and Hours of Labour. Annual Report No. 45. October 1962.* Taux de salaires, traitements et heures de travail. Rapport annuel no. 45. Octobre 1962. Ottawa, Queen's Printer, 1962. Pp. 400. Text in English and French.

9. CANADA. DEPARTMENT OF LABOUR. TECHNICAL AND VOCATIONAL TRAINING BRANCH. *Report of the Director of Technical and Vocational Training for the Fiscal Year ended March 31, 1962.* Ottawa, Queen's Printer, 1963. Pp. 23.

Reprinted from the Annual Report of the Department of Labour for the same period.

10. CANADA. NATIONAL PRODUCTIVITY COUNCIL. *Second Annual Report, 1962-1963.* Ottawa, 1963. Pp. 91.

11. CANADIAN AUTOMOBILE CHAMBER OF COMMERCE. *Facts and Figures of the Automotive Industry. 1963 Edition.* Toronto, 1963. Pp. 44.

12. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of the Chief Inspector of Factories, 1962.* London, HMSO, 1963. Pp. 124.

13. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of the Chief Inspector of Factories on Industrial Health, 1962.* London, HMSO, 1963. Pp. 58.

14. NEW ZEALAND. DEPARTMENT OF LABOUR. *Report for the Year ended 31 March 1963.* Wellington, Government Printer, 1963. Pp. 77.

15. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *The Situation and Future Prospects of Europe's Electric Power Supply Industry in 1961/62.* Geneva, 1963. Pp. 87.

16. U.S. BUREAU OF LABOR STANDARDS. *Annual Digest of State and Federal Labour Legislation for the Years 1961 and 1962.* Washington, GPO, 1963. Pp. 249.

Automation

17. CONFERENCE ON AUTOMATION AND PERSONNEL ADMINISTRATION. *Proceedings.* 1st-2nd. 1962-1963. Washington, Society for Personnel Administration, 1962-1963. 2 volumes.

These two conferences deal with the part played by automation in personnel administration.

18. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Adjusting to Technological Change.* Editors: Gerald G. Somers [and others] New York, Harper, 1963. Pp. 230.

Contents: Gains and Costs of Technical Change, by Walter Buckingham. Organized Labor and Technical Change: a Backward Look, by Philip Taft. The Impact of Technology on Labor-Management Relations, by Jack Barbash. Cooperative Approaches to Problems of Technological Change, by Charles C. Killingsworth. The Interplant Transfer of Displaced Employees, by Arnold R. Weber. The Armour Experience: A Case Study in Plant Shutdown. Technological Change and the Community, by Sar A. Levitan and Harold L. Sheppard. Policy Implications of Technological Change in Western Europe, by Bertil Olsson.

19. SYMPOSIUM ON THE EDUCATIONAL IMPLICATIONS OF AUTOMATION, WASHINGTON, D.C., 1962. *Automation and the Challenge of Education; Proceedings of a Symposium, held in Washington, D.C.* Sponsored by the Project on the Educational Implications of Automation, National Education Association. Edited by Luther H. Evans and George E. Arnstein. Washington, National Education Association, 1962. Pp. 190.

The educational implications of automation were examined by an educational policy planner, a curriculum specialist, a social psychologist, a business executive, a trade union official, an economist, a political scientist, an educational administrator, and a sociologist.

Business

20. EUROPEAN PRODUCTIVITY AGENCY. *Cost Reduction in Industry; an Integrated Approach to the Practical Application of Progressive Management Techniques for the Control and Reduction of Cost.* Paris, 1961. Pp. 170.

Contains basic information about cost reduction and selected factual case studies illustrating practical applications.

21. NATIONAL CONFERENCE ON SMALL BUSINESS, WASHINGTON, D.C., 1961. *Problems and Opportunities confronting Negroes in the Field of Business; Report.* Chairman: Charles O. Diggs, Jr. Editor: H. Taylor Fitzhugh. [Washington, GPO, 1962, i.e. 1963] Pp. 102.

"Sponsored by an independent committee composed mainly of Negroes engaged in business and related activities in Government and education and some national organizations."

22. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and managing a Small Motel,* by Harold Whittington. Washington, GPO, 1963. Pp. 70.

Contents: What is it like in the Motel Business? Things to decide before You invest in a Motel. Financial Arrangements. Getting ready to open. Good Hostmanship. Keeping Your Records Straight. Motel Advertising and Promotion. Motel Housekeeping. Looking out for Your Future. For Further Information.

Civil Service

23. HOLLAND, ANN (UNRUH). *Unions are here to stay; a Guide for Employee-Management Relations in the Federal Service.* Washington, Society for Personnel Administration, 1962. Pp. 41.

A brief outline of the report of the President's Task Force on Employee-Management

Relations in the Federal Service and of two Presidential Executive Orders dealing with Employee-Management Relations.

24. SYMPOSIUM [ON] ACHIEVING EXCELLENCE IN PUBLIC SERVICE, PHILADELPHIA, 1963. *Achieving Excellence in Public Service; a Symposium, sponsored by the American Academy of Political and Social Science and the American Society for Public Administration.* Edited by Stephen B. Sweeney and James O. Charlesworth. [Lancaster, Pa.] American Academy of Political and Social Science, 1963. Pp. 209.

The Symposium dealt with public administration needs in the U.S. and with the quality of public administration personnel.

Economic Conditions

25. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *The First Stage of the Common Market; Report on the Execution of the Treaty (January 1958-January 1962).* Brussels, 1962. Pp. 115 [5]

26. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Fiscal Policy, Cycles and Growth,* by Michael E. Levy. New York, 1963. Pp. 141.

Partial Contents: Fiscal Stagnation: Evidence and Proposed Remedies. Government Saving and Full Employment: a Structural Analysis. Budget Deficits and Growth: European Experience. Potential GNP: Concept and Measurement. The Full-Employment Budget Surplus: Concept and Measurement Problems. The National-Income-Accounts Budget as a Tool for Fiscal Analysis.

27. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Ireland. March 1963.* Paris, 1963. Pp. 28.

28. UNITED NATIONS. SECRETARIAT. *International Flow of Long-term Capital and Official Donations, 1959-1961.* New York, United Nations, Dept. of Economic and Social Affairs, 1963. Pp. 66.

"Examines the flow of funds from the developed countries, the flow of funds to the under-developed countries and the international economic assistance of the centrally planned economies during the years 1959-1961." Also reviews the international flow of private capital during 1959-1961.

Education, Vocational

29. LEVITAN, SAR A. *Vocational Education and Federal Policy (Administration Bills H.R. 3000 and S. 580, Congressman Carl D. Perkins H.R. 4955, Senator J. Caleb Boggs S. 1222)* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963. Pp. 30.

A brief look at existing U.S. federal programs in vocational education and current proposals for the extension of vocational training.

30. ONTARIO. LEGISLATIVE ASSEMBLY. SELECT COMMITTEE ON MANPOWER TRAINING. *Report.* February, 1963. Toronto, 1963. Pp. 126.

The Select Committee on Manpower Training of the Ontario Legislature was set up to look into the Apprenticeship Act, all aspects of the apprenticeship system, the training, retraining and upgrading of skills of workers, and the role to be played by government, industry and labour in the field of training.

31. SMITH, HAROLD T. *Education and Training for the World of Work; a Vocational Education Program for the State of Michigan. With Solicited Chapters on Programs in Other States.* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963. Pp. 165.

Examines vocational education in Michigan and suggests what institutions, what administrative organization, and what financial structure are needed to meet the needs of vocational education in Michigan. There are also chapters dealing with vocational education in 10 other States.

Employees—Training

32. U.S. BUREAU OF LABOR STATISTICS. *Industrial Retraining Programs for Technological Change; a Study of the Performance of Older Workers.* Washington, GPO, 1963. Pp. 34.

This report is based on a study of four companies in different industries where technological changes were introduced, requiring the retraining of employees. It shows something of the capacity of older workers in industry to adopt to technological change.

33. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Young Workers: Their Special Training Needs.* Washington, GPO, 1963. Pp. 19.

" . . . Reviews the training needs and the status of training for young men and women between the ages of 14 and 19 years who will be entering the labor market with a high school education or less. Particular emphasis is placed on youths who will have special problems in finding employment because of their race, physical and mental handicaps, or for other reasons."

Employment Management

34. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Employee Selection Procedures.* Washington, 1963. Pp. 13.

This survey is based on information supplied by 170 personnel and industrial relations executives. The procedures for hiring that are considered are the application form, pre-employment testing, pre-employment physical examinations, and pre-employment interviewing.

35. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Practices for White-Collar Employees.* Washington, 1963. Pp. 13.

An examination of the present state of fringe benefits and hours of work. Information for this study was based on replies from 175 personnel and industrial relations executives.

36. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Vacations with Pay, 1951-1961; an Examination of Vacation Practices in Canadian Industries.* Ottawa, Queen's Printer, 1963. Pp. 32.

Provides information about the development of paid-vacation practices in Canadian manufacturing industries during the period 1951-1961 and about vacation practices and patterns. Also tells about the length of the vacation and the period of employment required to qualify for specific paid vacations.

37. GREAT BRITAIN. DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH. *The Supervisor and his Job,* by K. E. Thurley and A. C. Hamblin. London, HMSO, 1963. Pp. 40.

An interim report on a research project on "Systems of Supervision" carried out by a team from the London School of Economics over a five-year period from 1959 to 1963. An attempt is made to examine the tasks performed by supervisors in five different industries to see how much variation, and how much there is in common in the jobs of supervisors in different situations.

38. NEW YORK (STATE) DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Union-Management Agreements in New York State; Selected Provisions, Jury Duty Pay, Funeral Leave Pay, Overtime, Supplementary Unemployment Benefits.* New York, 1963. Pp. 29.

Based on a study of 1,786 agreements covering 1,800,000 workers at the beginning of 1961.

39. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Fitting the Job to the Worker; Seminar on Ergonomics for Engineers, Liege, 5-12 September, 1961.* General report by S. Laner. [Paris, 1963?] Pp. 106.

Contents: The Structure of Engineering Education in the Participating Countries. Present State and Outlook for Ergonomics in Engineering Training Establishments. Opening Session of the Seminar. Programme of Lectures and Other Events—Final Sessions. Recommendations to the O.E.C.D. and to Other International Bodies.

40. U.S. BUREAU OF LABOR STATISTICS. *Digest of Nine Supplemental Unemployment Benefit Plans, Early 1963.* Washington, GPO, 1963. Pp. 25.

" . . . Summarizes the major provisions of nine supplemental unemployment benefit plans designed primarily to provide weekly supplements to State unemployment insurance benefits received by laid-off workers."

Labour Organization

41. AUSTRALIAN WORKERS' UNION. *Official Report of the Seventy-seventh Annual Convention . . . Sydney, New South Wales . . . together with Head Office and "Worker" Accounts.* Sydney, 1963. Pp. 196. Convention held Jan. 29 to Feb. 6, 1963.

42. CANADIAN LABOUR CONGRESS. *The Truth about Unions on the Lakes; a Summary of Findings of a Year-long Investigation conducted by an Official Canadian Government Commission.* Ottawa, 1963. Pp. 22.

A summary of the findings of the Norris Commission (the Industrial Inquiry Commission Concerning Matters Relating to the Disruption of Shipping on the Great Lakes, the St. Lawrence River System and Connecting Waters)

43. ST. PATRICK'S COLLEGE, OTTAWA. EXTENSION DEPARTMENT. *Labour Unions, an Introductory Course for Individuals and Study Groups.* 2d ed. Text and references completely revised. Edited by Mary Kehoe. Ottawa, 1963. Pp. 167.

Partial Contents: The Role of Unions in Society. Collective Bargaining. Workers' Rights and Duties. The Wage Package. Union Security. Grievances. Union Structure. Labour Legislation. Strikes. Labour and Co-operatives.

Labouring Classes

44. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. DEPARTMENT OF RESEARCH. *Shorter Hours: Tool to combat Unemployment.* Washington, 1963. Pp. 53.

Based on a series of articles appearing in the *American Federationist.*

The AFL-CIO Executive Council favors a 35-hour basic work-week. This pamphlet presents arguments for a 35-hour week.

45. NORTH AMERICAN CONFERENCE ON THE SOCIAL IMPLICATIONS OF INDUSTRIALIZATION AND TECHNOLOGICAL CHANGE, CHICAGO, 1960. *Industrialization and Society;* [Proceedings] edited by Bert F. Hoselitz [and] Wilbert E. Moore. [Prepared by the International Social Science Council with the assistance of the Ecole pratique des hautes études (vi[e] section). Paris] UNESCO, 1963. Pp. 437.

This Conference was sponsored jointly by UNESCO, the Canadian and the United States National Commissions for UNESCO, and the University of Chicago and was held in Chicago from September 15 to 22, 1960.

46. ONTARIO FARMER-LABOUR CONFERENCE. 4th, PORT ELGIN, ONT., 1963. *Report.* Toronto, Ontario Federation of Labour, 1963. Pp. 54.

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Sponsored by the Farmer-Labour Committee of the Ontario Federation of Labour with the co-operation of the Farmer-Labour Co-ordinating Council of the Canadian Labour Congress.

Research, Industrial

47. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Research and Development: its Growth and Composition,* by Nestor E. Terleckyj. Assisted by Harriet J. Halper. New York, 1963. Pp. 115.

Contents: The Research Background. Basic Structure of Research and Development. Research and Development in Industry. Organizational Composition of Industrial R & D Operations. Composition of Research Staffs and Costs. Intensity of Industrial Research.

48. U.S. NATIONAL SCIENCE FOUNDATION. *Research and Development in Industry, 1960; Final Report on a Survey of R & D Funds and R & D Scientists and Engineers.* Washington, 1963. Pp. 118.

An analysis of the expenditure of $14 billion on industrial research and development in 1960.

Science

49. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Technicians in Science and Engineering.* Ottawa, Queen's Printer, 1963. Pp. 81.

Contents: Nature of the Work. Fields of Work. Preparation and Training. Personal Qualities Needed. Advancement. Earnings. Organizations. Employment Outlook. Seeking Employment. Includes a list of educational establishments and of typical occupations.

50. CONFERENCE ON SCIENTIFIC MANPOWER. 11th, PHILADELPHIA, 1962. *Scientific Manpower, 1962; Papers of the Eleventh Annual Conference on Scientific Manpower.* Washington, GPO, 1963. Pp. 46.

The general theme of the conference was "Community Programs for Motivation to Science and Engineering Training" aimed at secondary school levels of education.

51. U.S. NATIONAL SCIENCE FOUNDATION. *Profiles of Manpower in Science and Technology.* Washington, 1963. Pp. 36.

By means of charts and tables, this booklet presents some statistical information about the numbers of people who are employed in the U.S. as scientists, engineers, technicians, and teachers of science and mathematics in secondary schools.

Women

52. CLARK, FREDERICK LE GROS. *Woman, Work and Age; to study the Employment of Working Women throughout Their Middle Lives.* London, Nuffield Foundation, 1962. Pp. 111.

Partial Contents: Married Women in the Labour Market. Bearing of the Marital State on Employment: (1) The Widowed Woman; (2) The Single Woman. Women who need to limit their Working Hours. Conditions that affect for Women the Limitation of Working Hours. The Age of Women's Withdrawal from Outside Work. The Later Working Lives of Employed Women. Impaired Health and the Rates of Withdrawal from Work. The Older Woman in the Manufacturing Industries.

53. CONFERENCE OF REPRESENTATIVES OF UNIONS CATERING FOR WOMEN WORKERS. *Women Workers, 1963; Industrial Chapter for Women and Report of the 33rd Annual Conference of Representatives of Trade Unions Catering For Women Workers.* London, Trades Union Congress, 1963. Pp. 56.

54. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1963.* Ottawa, 1963. Pp. 124.

55. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. *American Women; Report.* Washington, GPO, 1963. Pp. 86.

Contains recommendations dealing with the following topics: education and counseling, home and community, women in employment, labour standards, security of basic income, women under the law, and women as citizens.

Miscellaneous

56. LONDON, ONT. UNIVERSITY OF WESTERN ONTARIO. FACULTY OF LAW. *Current Law and Social Problems.* Volume III. Editor: E. E. Palmer. Toronto, University of Toronto Press, 1963. Pp. 237.

Partial Contents.—The Law and Industrialism, by I. C. Rand. Jurisdictional Disputes in Canada: a Study in Frustration, by J. H. G. Crispo and H. W. Arthurs. The Drift toward a British National Wages Policy, by W. F. Frank. Labour Legislation in the Province of Quebec, by Marie-Louis Beaulieu. Peaceful Picketing and the Criminal Code, by R. S. Mackay. Conciliation Boards in British Columbia, by Raymond G. Herbert.

57. PHILLIPS, WALTER. *Technological Levels and Labor Resistance to change in the Course of Industrialization.* Berkeley, University of California, Institute of Industrial Relations, 1963. Pp. 257-266.

58. SASKATCHEWAN. AGED AND LONG-TERM ILLNESS SURVEY COMMITTEE. *Report and Recommendations [and Supplementary Documents.* Regina, Queen's Printer, 1962-1963] 4 volumes.

Contents: [1] Report and Recommendations. [2] Survey of Employers. [3] Information and Opinion Survey of Senior Citizens. [4] Survey of Patients aged 65 and over in Mental Hospitals, Tuberculosis Sanatoria, Geriatric Centres, and Nursing Homes.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED DECEMBER 14, 1963

(Estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,774	587	1,912	2,502	1,153	620
Men	4,841	441	1,386	1,739	829	446
Women	1,933	146	526	763	324	174
14–19 years	644	58	202	219	115	50
20–24 years	866	92	293	277	138	66
25–44 years	3,029	244	862	1,139	503	281
45–64 years	2,026	174	504	786	356	206
65 years and over	209	19	51	81	41	17
Employed	6,428	537	1,782	2,413	1,116	580
Men	4,547	394	1,275	1,667	797	414
Women	1,881	143	507	746	319	166
Agriculture	581	35	102	155	277	12
Non-agriculture	5,847	502	1,680	2,258	839	568
Paid Workers	5,325	442	1,539	2,074	762	508
Men	3,618	313	1,069	1,391	488	357
Women	1,707	129	470	683	274	151
Unemployed	346	50	130	89	37	40
Men	294	47	111	72	32	32
Women	52	*	19	17	*	*
Persons not in the Labour Force	5,811	686	1,711	1,882	985	547
Men	1,408	193	400	421	251	143
Women	4,403	493	1,311	1,461	734	404

*Less than 10,000.

TABLE-A-2—AGE, SEX AND MARITAL STATUS WEEK ENDED DECEMBER 14, 1963, CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over [1]	12,585	1,954	3,632	986	3,741	922	1,350
Labour force	6,774	644	3,488	833	945	655	209
Employed	6,428	579	3,334	752	928	637	198
Unemployed	346	65	154	81	17	18	11
Not in labour force	5,811	1,310	144	153	2,796	267	1,141
Participation rate [2]							
1963, December 14	53.8	33.0	96.0	84.5	25.3	71.0	15.5
November 16	54.1	33.1	96.4	85.0	25.5	71.0	15.7
Unemployment rate [3]							
1963, December 14	5.1	10.1	4.4	9.7	1.8	2.7	5.3
November 16	4.5	9.6	3.5	8.7	2.0	2.9	*

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

*Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED DECEMBER 14, 1963

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	December 1963	November 1963	December 1962
Total unemployed	346	303	414
On temporary layoff up to 30 days	20	17	27
Without work and seeking work	326	286	387
Seeking full-time work	305	270	366
Seeking part-time work	21	16	21
Seeking under 1 month	121	111	127
Seeking 1–3 months	132	99	165
Seeking 4–6 months	35	34	51
Seeking more than 6 months	38	42	44

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
October.....	47.9	498.9	165.2	.....	.....	.....	.....	.....	.....	1,764.8
November...	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December...	46.6	481.5	157.1	.....	.....	.....	.....	.....	.....	1,692.5
1963—										
January.....	47.5	484.4	157.7	.....	.....	.....	.....	.....	.....	1,699.4
February....	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,603.0	222.1	1,699.8
March.....	47.0	493.9	156.3	.....	.....	.....	.....	.....	.....	1,714.1
April.....	46.7	503.2	160.7	.....	.....	.....	.....	.....	.....	1,764.8
May.....	48.1	514.9	165.7	68.6	345.0	102.5	763.7	1,668.8	228.1	1,807.9
June.....	49.2	523.0	170.0	.....	.....	.....	.....	.....	.....	1,863.0
July.....	49.9	509.4	171.9	.....	.....	.....	.....	.....	.....	1,830.6
August.....	49.8	523.4	179.9	.....	.....	.....	.....	.....	.....	1,877.3
September*..	50.1	532.6	172.4	93.3*	412.1*	106.0*	781.3*	1,667.5*	232.4*	1,907.5
October†.....	49.7	531.7	172.4	.....	.....	.....	.....	.....	.....	1,896.4
Seasonally Adjusted										
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
October.....	47.6	491.5	161.9	.....	.....	.....	.....	.....	.....	1,722.8
November...	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December...	46.8	494.3	160.4	.....	.....	.....	.....	.....	.....	1,730.1
1963—										
January.....	48.1	499.5	164.4	.....	.....	.....	.....	.....	.....	1,771.4
February....	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.4	1,768.8
March.....	47.6	503.3*	164.8	.....	.....	.....	.....	.....	.....	1,777.9*
April.....	48.6	508.7	165.9	.....	.....	.....	.....	.....	.....	1,789.8
May.....	48.0	510.7	164.7	78.7	346.7	102.7	763.6	1,638.2	227.9	1,794.6
June.....	48.2	508.8	164.7	.....	.....	.....	.....	.....	.....	1,799.8
July.....	48.8	507.4	164.0	.....	.....	.....	.....	.....	.....	1,800.1
August.....	48.8	514.8	171.9	86.1*	339.1*	103.2*	779.1*	1,683.6*	230.4*	1,832.9
September*..	49.4	517.5	166.8	.....	.....	.....	.....	.....	.....	1,835.2
October†.....	49.4	524.0	168.7	.....	.....	.....	.....	.....	.....	1,851.5

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at October 1963 employer in the principal non-agricultural industries reported a total employment of 2,963,858. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	117.8	78.19
1961	118.1	181.8	78.11	108.9	183.9	80.73
1962—						
October	125.4	189.9	81.57	115.9	191.8	84.34
November	124.3	189.8	81.53	114.7	192.3	84.55
December	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January	117.8	190.6	81.80	111.6	193.5	85.09
February	117.4	192.9	82.87	112.2	194.2	85.41
March	117.7	193.1	82.96	112.8	195.5	85.95
April	119.3	194.4	83.53	113.7	197.2	86.72
May	123.6	194.8	83.69	116.3	197.4	86.80
June	127.5	194.7	83.64	118.9	196.2	86.29
July	127.7	193.8	83.27	116.9	194.0	85.30
August	130.2	193.9	83.28	120.0	194.4	85.47
September*	130.3	196.0	84.22	120.3	197.2	86.71
October†	129.3	197.1	84.67	119.2	198.9	87.45

(1) Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Oct. 1963	Sept. 1963	Oct. 1962	Oct. 1963	Sept. 1963	Oct. 1962
Provinces						
Newfoundland	150.1	151.0	147.3	77.14	76.62	74.00
Prince Edward Island	153.3	146.5	154.3	58.27	59.01	56.22
Nova Scotia	100.5	101.0	96.6	68.65	69.28	66.92
New Brunswick	109.9	111.3	107.6	68.26	67.79	65.49
Quebec	129.7	130.3	126.5	82.75	82.06	79.17
Ontario	130.9	131.5	126.2	87.79	87.36	84.80
Manitoba	117.3	118.9	115.3	78.71	79.03	76.55
Saskatchewan	135.7	136.5	130.6	80.97	80.96	78.37
Alberta (including Northwest Territories)	163.9	168.8	161.9	85.45	84.52	83.12
British Columbia (including Yukon)	123.1	126.0	118.3	91.50	91.01	88.71
Canada	**129.3**	**130.3**	**125.4**	**84.67**	**84.22**	**81.63**
Urban areas						
St. John's	152.9	155.6	154.7	64.86	64.17	61.02
Sydney	82.5	81.9	79.0	82.74	83.90	82.45
Halifax	125.6	126.7	124.1	71.10	70.93	67.86
Moncton	109.7	107.9	112.5	63.43	63.88	61.90
Saint John	106.1	106.7	106.1	69.57	69.74	65.75
Chicoutimi—Jonquiere	117.3	116.6	110.8	103.24	102.32	100.70
Quebec	129.7	129.6	125.5	72.95	73.11	70.70
Sherbrooke	116.8	115.8	114.1	70.80	72.00	69.03
Shawinigan	100.2	101.6	83.1	92.30	92.86	88.40
Three Rivers	121.8	120.3	119.1	78.86	77.55	76.88
Drummondville	89.7	90.4	84.6	69.89	69.73	67.18
Montreal	133.4	133.5	129.8	84.04	83.37	80.67
Ottawa—Hull	140.5	140.7	136.2	77.87	78.49	76.32
Kingston	127.8	129.6	120.6	83.80	82.20	80.04
Peterborough	104.6	102.9	95.8	93.77	95.27	91.71
Oshawa	213.5	206.6	192.6	106.39	101.53	98.77
Toronto	146.6	146.1	141.4	88.48	88.12	84.96
Hamilton	120.8	121.7	114.5	91.37	92.27	90.78
St. Catharines	117.3	120.0	114.3	96.24	95.22	93.72
Niagara Falls	105.5	113.7	100.4	82.15	81.75	81.55
Brantford	93.3	92.3	87.9	79.21	79.02	77.01
Guelph	132.3	133.4	129.9	78.79	79.86	76.80
Galt	126.3	126.1	116.9	76.03	76.19	72.88
Kitchener	147.4	145.1	137.2	78.34	78.44	77.41
Sudbury	125.5	127.0	128.7	94.95	95.24	92.25
Timmins	87.7	87.5	89.2	75.26	74.75	74.51
London	146.9	145.7	139.2	80.25	80.00	77.46
Sarnia	136.8	135.0	129.5	108.31	108.28	105.23
Windsor	81.9	81.9	74.7	99.10	94.79	92.87
Sault Ste. Marie	154.1	153.9	147.0	107.05	108.17	100.45
Fort William—Port Arthur	114.1	115.4	110.4	85.01	86.32	82.78
Winnipeg	117.2	117.9	113.8	75.13	75.27	72.90
Regina	155.3	153.6	144.5	79.88	79.39	76.66
Saskatoon	149.6	153.0	142.9	74.71	74.49	73.03
Edmonton	210.8	213.7	207.6	79.03	79.59	77.58
Calgary	183.3	185.3	182.3	84.36	83.28	81.46
Vancouver	121.7	123.8	115.6	89.93	88.85	86.79
Victoria	119.0	122.3	118.1	82.51	83.41	80.17

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Oct. 1963	Sept. 1963	Oct. 1962	Oct. 1963	Sept. 1963	Oct. 1962
				$	$	$
Mining	**115.5**	**116.7**	**116.1**	**103.52**	**103.21**	**99.65**
Metal mining	127.9	129.3	129.3	104.63	104.18	100.78
Gold	65.3	64.6	68.8	85.52	84.76	82.88
Other metal	186.2	189.5	185.4	110.86	110.33	106.95
Fuels	82.0	81.7	82.7	107.71	108.60	105.15
Coal	39.5	38.6	39.2	82.56	83.89	80.37
Oil and natural gas	255.1	257.4	260.5	123.59	123.71	120.38
Non-metal	157.3	162.3	154.7	93.06	91.78	86.75
Manufacturing	**119.2**	**120.3**	**115.9**	**87.45**	**86.71**	**84.34**
Durable goods	124.4	124.5	119.7	94.62	94.13	91.47
Non-durable goods	114.9	116.8	112.6	80.94	80.09	77.99
Food and beverages	122.4	130.7	121.7	75.14	72.70	72.27
Meat products	137.7	138.2	137.6	86.24	84.65	83.53
Canned and preserved fruits and vegetables	143.8	203.1	139.9	58.49	55.69	56.48
Grain mill products	96.3	96.6	98.8	86.47	85.52	82.41
Bread and other bakery products	111.8	112.4	112.8	73.09	73.44	69.57
Distilled and malt liquors	98.1	96.4	97.7	106.62	105.87	103.03
Tobacco and tobacco products	79.2	79.5	81.0	88.74	88.77	86.55
Rubber products	112.1	106.6	110.1	90.48	92.11	89.75
Leather products	89.3	89.6	89.7	58.96	59.43	56.76
Boots and shoes (except rubber)	93.8	95.0	95.8	56.66	57.43	54.00
Other leather products	80.9	79.8	78.5	63.82	63.77	62.86
Textile products (except clothing)	87.0	86.4	83.5	70.73	70.21	67.42
Cotton yarn and broad woven goods	75.8	75.2	74.6	68.62	68.41	64.02
Woollen goods	67.0	66.3	62.8	64.75	64.29	63.00
Synthetic textiles and silk	99.4	99.0	93.5	77.46	76.50	73.94
Clothing (textile and fur)	98.4	98.9	94.8	55.30	55.09	52.74
Mens clothing	102.6	102.3	99.0	53.90	53.88	51.66
Women's clothing	107.6	109.7	100.3	56.53	56.86	53.40
Knit goods	76.3	75.8	76.4	55.27	54.48	54.69
Wood products	114.2	116.2	109.9	75.43	75.78	73.30
Saw and planing mills	116.3	119.5	111.3	77.29	77.18	74.99
Furniture	125.3	124.9	120.7	73.87	75.03	72.33
Other wood products	82.0	82.3	81.4	66.72	67.58	64.49
Paper products	129.4	130.6	128.2	102.49	102.33	99.61
Pulp and paper mills	129.0	130.4	128.7	110.39	110.33	107.85
Other paper products	130.3	131.2	127.1	83.72	83.26	79.63
Printing, publishing and allied industries	127.4	127.5	126.5	94.61	94.73	90.96
Iron and steel products	115.7	116.1	112.4	98.53	98.90	96.35
Agricultural implements	69.6	65.2	62.0	100.97	101.03	93.80
Fabricated and structural steel	150.7	150.9	159.2	101.96	102.16	98.80
Hardware and tools	117.9	116.8	111.4	85.96	86.58	84.68
Heating and cooking appliances	108.5	108.8	110.8	88.02	87.84	84.18
Iron castings	103.2	103.6	95.9	93.79	93.06	91.31
Machinery, industrial machinery	135.7	136.6	131.5	94.81	95.47	92.56
Primary iron and steel	132.5	133.9	126.0	111.88	113.25	113.02
Sheet metal products	118.9	121.1	119.6	94.89	95.08	92.61
Wire and wire products	119.8	119.3	111.5	98.28	99.35	95.74
Transportation equipment	121.0	118.4	113.4	104.06	102.11	98.52
Aircraft and parts	238.9	234.7	239.2	105.97	102.85	98.26
Motor vehicles	135.4	131.0	116.8	121.77	117.79	115.52
Motor vehicle parts and accessories	138.5	133.5	120.9	99.85	99.55	96.63
Railroad and rolling stock equipment	57.5	58.5	55.7	89.64	89.70	84.46
Shipbuilding and repairing	142.9	143.7	146.5	93.62	93.43	91.32
Non-ferrous metal products	128.2	129.4	123.0	98.49	98.05	96.03
Aluminum products	145.1	148.5	144.1	95.77	94.26	93.22
Brass and copper products	109.9	110.6	102.8	94.98	94.79	91.91
Smelting and refining	137.7	139.0	132.3	108.00	107.87	105.20
Electrical apparatus and supplies	157.0	156.9	153.2	92.91	92.75	90.58
Heavy electrical machinery	116.1	116.0	112.9	100.24	100.33	98.62
Telecommunication equipment	287.6	283.9	280.9	88.79	88.58	87.08
Non-metallic mineral products	155.7	156.6	151.0	94.09	92.76	89.65
Clay products	90.3	91.6	95.8	82.36	82.67	79.47
Glass and glass products	169.6	170.3	149.9	89.05	87.06	86.87
Products of petroleum and coal	137.2	139.6	138.2	130.17	128.45	121.49
Petroleum refining and products	138.9	141.6	140.2	131.57	129.63	122.61
Chemical products	136.5	136.7	131.3	102.86	102.37	99.57
Medicinal and pharmaceutical preparations	126.5	126.1	123.1	91.07	91.07	87.88
Acids, alkalis and salts	155.6	157.8	143.9	116.79	114.03	113.53
Other chemical products	134.3	134.3	130.5	101.72	101.67	98.83
Miscellaneous manufacturing industries	161.8	159.6	154.1	75.99	75.60	72.85
Construction	**138.5**	**143.2**	**137.6**	**94.12**	**94.48**	**88.21**
Building and general engineering	138.7	141.4	134.5	101.24	101.54	95.43
Highways, bridges and streets	138.3	146.2	142.5	82.42	83.25	76.99
Electric and motor transportation	148.6	148.2	141.5	90.45	90.19	86.60
Service	**171.3**	**175.2**	**157.7**	**59.43**	**58.87**	**57.92**
Hotels and restaurants	147.6	152.9	135.7	45.64	45.15	44.09
Laundries and dry cleaning plants	139.8	140.0	132.7	52.79	52.76	50.72
Industrial composite	**129.3**	**130.3**	**125.4**	**84.67**	**84.22**	**81.63**

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	October 1963	September 1963	October 1962	October 1963	September 1963	October 1962
				$	$	$
Newfoundland	39.3	39.8	38.1	1.72	1.70	1.69
Nova Scotia	41.1	40.9	40.9	1.69	1.67	1.64
New Brunswick	41.2	40.6	41.0	1.64	1.62	1.60
Quebec	42.3	42.4	42.3	1.77	1.76	1.70
Ontario	41.5	41.5	41.5	2.06	2.04	1.99
Manitoba	40.7	40.6	40.2	1.80	1.80	1.76
Saskatchewan	39.1	38.7	38.9	2.02	2.02	1.98
Alberta (includes Northwest Territories)	40.5	39.4	40.0	2.02	2.01	1.99
British Columbia (includes Yukon Territory)	38.0	37.5	37.9	2.39	2.37	2.29

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1963	Sept. 1963	Oct. 1962	Oct. 1963	Sept. 1963	Oct. 1962	Oct. 1963	Sept. 1963	Oct. 1962
				$	$	$	$	$	$
Mining	**42.6**	**42.6**	**42.3**	**2.24**	**2.24**	**2.18**	**95.51**	**95.45**	**92.18**
Metal mining	42.5	42.3	42.2	2.22	2.33	2.26	98.73	98.52	95.31
Gold	43.7	43.1	43.7	1.82	1.82	1.77	79.54	78.26	77.24
Other metal	42.1	42.0	41.7	2.51	2.51	2.45	105.39	105.44	102.05
Fuels	41.7	42.5	41.6	2.12	2.11	2.09	88.42	89.40	87.17
Coal	42.9	44.3	42.9	1.90	1.87	1.84	81.25	82.65	79.15
Oil and natural gas	39.6	39.5	39.6	2.54	2.54	2.52	100.54	100.29	99.75
Non-metal	43.9	43.9	43.2	2.06	2.05	1.97	90.39	89.84	85.00
Manufacturing	**41.3**	**41.3**	**41.3**	**1.96**	**1.94**	**1.89**	**80.93**	**80.29**	**77.96**
Durable goods	41.8	41.8	41.9	2.13	2.12	2.05	88.98	88.71	85.95
Non-durable goods	40.9	40.8	40.8	1.79	1.78	1.73	73.24	72.44	70.50
Food and beverages	40.6	40.2	40.3	1.68	1.64	1.61	68.19	65.72	65.04
Meat products	41.3	40.7	41.1	1.99	1.98	1.92	82.07	80.43	79.18
Canned and preserved fruits and vegetables	40.8	41.1	39.2	1.28	1.24	1.23	52.24	51.12	48.17
Grain mill products	43.0	42.3	41.3	1.91	1.90	1.83	82.18	80.26	75.60
Bread and other bakery products	40.8	40.8	41.0	1.64	1.64	1.54	66.78	67.06	63.34
Distilled liquors	41.7	40.3	42.7	2.24	2.23	2.18	93.24	89.79	92.85
Malt liquors	39.3	40.0	38.9	2.47	2.46	2.38	97.23	98.27	92.59
Tobacco and tobacco products	37.7	37.8	40.2	2.18	2.18	2.00	82.21	82.15	80.28
Rubber products	42.4	42.2	43.3	2.01	2.05	1.96	85.18	86.54	85.16
Leather products	40.4	41.0	40.5	1.34	1.34	1.30	54.25	54.87	52.53
Boots and shoes (except rubber)	40.0	40.9	39.8	1.30	1.29	1.25	51.94	53.01	49.61
Other leather products	41.3	41.3	42.3	1.43	1.43	1.40	59.21	59.01	59.06
Textile products (except clothing)	43.3	43.1	42.9	1.49	1.48	1.43	64.55	64.00	61.31
Cotton yarn and broad woven goods	42.8	42.7	41.2	1.52	1.52	1.46	65.06	64.79	60.30
Woollen goods	43.0	43.0	43.3	1.38	1.37	1.33	59.12	58.77	57.53
Synthetic textiles and silk	44.0	43.7	44.2	1.60	1.59	1.52	70.42	69.30	67.21
Clothing (textile and fur)	39.2	39.1	39.2	1.29	1.29	1.22	50.49	50.27	47.89
Men's clothing	38.7	38.9	38.8	1.28	1.28	1.22	49.69	49.81	47.43
Women's clothing	37.3	37.4	37.1	1.39	1.39	1.30	51.80	52.09	48.07
Knit goods	42.5	42.0	42.6	1.19	1.18	1.15	50.61	49.68	48.89
*Wood products	41.6	41.9	41.7	1.73	1.73	1.67	72.03	72.53	69.67
Saw and planing mills	40.5	40.6	40.5	1.84	1.84	1.78	74.63	74.72	72.24
Furniture	43.8	44.7	44.2	1.58	1.58	1.52	69.20	70.63	67.28
Other wood products	43.2	43.5	42.7	1.44	1.43	1.39	62.06	62.47	59.39
Paper products	41.9	42.0	41.7	2.31	2.30	2.26	96.77	96.79	94.18
Pulp and paper mills	41.9	42.0	41.8	2.50	2.49	2.44	104.43	104.50	102.11
Other paper products	41.9	42.0	41.6	1.83	1.82	1.75	76.55	76.40	72.94
Printing, publishing and allied industries	38.9	39.0	38.9	2.41	2.42	2.32	93.59	94.37	90.13
*Iron and steel products	41.6	41.7	41.9	2.26	2.26	2.19	93.84	94.42	91.83
Agricultural implements	39.7	40.1	37.3	2.36	2.33	2.20	93.95	93.46	82.28
Fabricated and structural steel	43.3	43.0	43.5	2.20	2.23	2.17	95.20	95.93	94.32
Hardware and tools	42.5	42.6	43.6	1.88	1.89	1.82	79.96	80.31	79.13
Heating and cooking appliances	42.2	42.1	42.1	1.94	1.93	1.87	81.75	81.29	78.76
Iron castings	42.1	41.8	42.2	2.14	2.13	2.08	90.19	89.25	87.68
Machinery, Industrial	42.0	42.4	42.7	2.13	2.13	2.05	89.58	90.32	87.59
Primary iron and steel	40.2	40.4	41.2	2.68	2.70	2.64	107.63	109.03	108.73
Sheet metal products	41.2	41.7	42.0	2.16	2.17	2.07	89.00	90.55	87.22
Wire and wire products	42.5	42.7	42.4	2.20	2.23	2.14	93.29	95.06	90.60
*Transportation equipment	42.1	41.9	41.7	2.34	2.31	2.24	98.29	96.95	93.38
Aircraft and parts	42.5	41.5	41.1	2.20	2.25	2.16	97.68	93.22	88.81
Motor vehicles	43.6	43.5	44.2	2.62	2.56	2.49	114.35	111.42	110.21
Motor vehicle parts and accessories	42.2	42.4	42.3	2.23	2.24	2.16	94.17	95.11	91.44
Railroad and rolling stock equipment	40.2	40.2	39.2	2.18	2.19	2.10	87.85	88.05	82.43
Shipbuilding and repairing	40.7	41.1	41.0	2.27	2.25	2.21	92.35	92.32	90.40
Non-ferrous metal products	41.2	41.1	41.4	2.23	2.23	2.16	92.10	91.51	89.49
Aluminum products	42.5	41.8	42.7	2.01	2.01	1.93	85.35	83.97	82.49
Brass and copper products	42.3	42.3	41.8	2.14	2.12	2.07	90.41	89.75	86.46
Smelting and refining	40.4	40.4	40.5	2.50	2.50	2.43	101.23	101.01	98.37
Electrical apparatus and supplies	41.2	41.4	41.5	1.97	1.97	1.91	81.11	81.40	79.31
Heavy electrical machinery and equipment	41.2	41.4	42.1	2.22	2.22	2.14	91.42	91.98	90.09
Telecommunication equipment	40.5	40.9	41.1	1.76	1.75	1.71	71.25	71.70	70.35
Refrigerators, vacuum cleaners and appliances	41.2	41.2	40.2	2.02	2.02	1.95	83.19	83.06	78.57
Wire and cable	42.8	43.4	43.0	2.19	2.22	2.17	93.63	96.23	93.20
Miscellaneous electrical products	41.2	41.2	41.4	1.88	1.87	1.81	77.32	76.81	74.97
*Non-metallic mineral products	44.4	43.9	43.7	2.01	1.99	1.93	89.12	87.50	84.47
Clay products	43.2	42.9	42.9	1.79	1.80	1.72	77.52	77.03	73.89
Glass and glass products	41.0	40.3	41.1	2.05	2.02	1.95	83.87	81.64	80.16
Products of petroleum and coal	42.6	41.8	41.3	2.80	2.78	2.66	119.31	116.16	110.01
Chemical products	41.3	41.0	41.2	2.20	2.19	2.11	90.91	89.96	87.07
Medicinal and pharmaceutical preparations	39.8	39.9	40.2	1.72	1.71	1.65	68.33	68.43	66.49
Acids, alkalis and salts	41.6	40.7	41.7	2.56	2.53	2.44	106.36	102.87	101.63
Miscellaneous manufacturing industries	41.9	41.8	42.1	1.58	1.58	1.52	66.25	65.98	63.87
Professional and scientific equipment	41.8	40.9	40.7	1.98	1.96	1.87	82.73	80.32	76.21
Construction	**42.6**	**43.1**	**41.7**	**2.16**	**2.16**	**2.07**	**92.18**	**92.90**	**86.11**
Building and general engineering	41.9	42.3	41.4	2.36	2.36	2.25	98.90	99.73	93.23
Highways, bridges and streets	43.9	44.5	42.3	1.80	1.80	1.73	79.16	80.08	73.04
Electric and motor transportation	**44.8**	**44.7**	**43.9**	**2.04**	**2.03**	**1.98**	**91.53**	**90.70**	**86.90**
Service	**37.7**	**37.5**	**37.9**	**1.17**	**1.16**	**1.12**	**44.08**	**43.56**	**42.37**
Hotels and restaurants	37.3	37.1	37.6	1.14	1.13	1.08	42.56	41.96	40.53
Laundries and dry cleaning plants	40.5	40.5	40.3	1.10	1.09	1.06	44.49	44.20	42.78

*Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962—October	41.3	1.89	77.96	186.8	141.6
November	41.2	1.90	78.09	187.1	141.8
December*	37.3	1.94	72.34	173.3	131.3
1963—January	40.7	1.92	78.26	187.5	141.9
February	40.7	1.93	78.45	187.9	142.3
March	40.9	1.93	79.01	189.3	143.1
April	41.0	1.95	80.05	191.8	145.0
May	41.2	1.95	80.25	192.3	144.8
June	40.9	1.94	79.64	190.8	142.9
July	40.7	1.93	78.38	187.8	140.2
August	40.9	1.93	78.82	188.8	141.6
September*	41.3	1.94	80.29	192.4	144.0
October†	41.3	1.96	80.93	193.9	144.7

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 91.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
December 1958	8,643	8,549	17,192	562,257	158,163	720,420
December 1959	9,097	9,779	18,876	522,206	157,962	680,168
December 1960	9,859	7,996	17,855	570,789	163,893	734,682
December 1961	11,402	10,866	22,268	478,470	136,566	615,036
December 1962	14,281	13,638	27,919	473,575	137,429	611,004
January 1963	13,419	12,532	25,951	579,205	163,880	743,085
February 1963	13,412	13,930	27,342	591,207	163,864	755,071
March 1963	16,085	16,459	32,544	584,889	158,307	743,196
April 1963	24,675	20,458	45,133	502,327	149,907	652,234
May 1963	22,865	21,723	44,588	341,869	130,084	471,953
June 1963	23,271	21,726	44,997	261,541	127,631	389,172
July 1963	22,720	19,096	41,816	241,035	122,350	363,385
August 1963	25,610	23,933	49,543	208,509	106,482	314,991
September 1963	24,950	22,037	46,987	187,793	99,162	286,955
October 1963	24,210	20,861	45,071	219,966	106,320	326,286
November 1963(1)	30,090	22,737	52,827	285,688	117,689	403,377
December 1963(1)	18,913	15,351	34,264	432,390	131,532	563,922

(1) Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2 –REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1959-1962 AND DURING MONTH, NOVEMBER 1962-NOVEMBER 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959—Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—November	321,696	113,014	86,859	43,840	74,957	33,481
1962—December	338,121	94,533	58,253	40,470	57,541	39,613
1963—January	331,104	111,102	56,086	35,963	46,669	28,117
February	241,442	75,073	47,295	31,852	39,378	23,755
March	209,852	74,346	54,427	35,090	42,942	24,990
April	210,392	81,258	77,524	39,149	58,986	26,378
May	215,307	90,643	100,832	45,049	88,778	32,272
June	210,727	96,469	77,847	43,687	67,482	34,041
July	235,602	110,746	86,824	50,519	73,561	41,398
August	198,464	94,109	87,258	54,999	70,874	41,013
September	208,088	93,497	99,517	48,816	87,392	38,693
October	R240,358	R99,236	92,448	44,154	75,313	30,894
November(1)	279,655	102,499	90,258	39,410	73,086	27,230

(1)Preliminary—Subject to revision.

R–Revised.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING NOVEMBER 1963[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from November 1962
Agriculture, Fishing, Trapping	**2,073**	**298**	**2,371**	**−4,068**
Forestry	**2,920**	**23**	**2,943**	**— 62**
Mining, Quarrying and Oil Wells	**563**	**55**	**618**	**— 140**
Metal Mining	320	14	334	— 36
Fuels	144	20	164	— 31
Non-Metal Mining	21	1	22	— 62
Quarrying, Clay and Sand Pits	32	1	33	— 13
Prospecting	46	19	65	+ 2
Manufacturing	**11,948**	**6,254**	**18,202**	**−2,518**
Foods and Beverages	1,247	1,019	2,266	— 502
Tobacco and Tobacco Products	9	30	39	— 264
Rubber Products	119	95	214	+ 59
Leather Products	195	300	495	— 149
Textile Products (except clothing)	450	314	764	— 70
Clothing (textile and fur)	397	1,555	1,952	— 243
Wood Products	1,621	201	1,822	— 4
Paper Products	757	329	1,086	+ 78
Printing, Publishing and Allied Industries	442	484	926	— 229
Iron and Steel Products	2,269	334	2,603	— 387
Transportation Equipment	2,103	239	2,342	— 208
Non-Ferrous Metal Products	490	158	648	+ 34
Electrical Apparatus and Supplies	481	406	887	— 291
Non-Metallic Mineral Products	447	59	506	— 90
Products of Petroleum and Coal	30	9	39	— 9
Chemical Products	364	232	596	+ 20
Miscellaneous Manufacturing Industries	527	490	1,017	— 263
Construction	**10,291**	**153**	**10,444**	**−3,204**
General Contractors	6,831	81	6,912	−2,432
Special Trade Contractors	3,460	72	3,532	— 772
Transportation, Storage and Communication	**6,559**	**270**	**6,829**	**−3,511**
Transportation	6,029	134	6,163	−3,324
Storage	453	29	482	— 179
Communication	77	107	184	— 8
Public Utility Operation	**197**	**43**	**240**	**— 48**
Trade	**8,281**	**6,071**	**14,352**	**— 949**
Wholesale	3,044	1,039	4,083	— 104
Retail	5,237	5,032	10,269	— 845
Finance, Insurance and Real Estate	**427**	**779**	**1,206**	**— 118**
Service	**29,827**	**13,284**	**43,111**	**+6,496**
Community or Public Service	628	1,181	1,809	— 261
Government Service	24,287	2,593	26,880	+9,366
Recreation Service	317	147	464	— 47
Business Service	1,159	639	1,798	— 409
Personal Service	3,436	8,724	12,160	−2,153
GRAND TOTAL	**73,086**	**27,230**	**100,316**	**−8,122**

[1]Preliminary—subject to revision.

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT NOVEMBER 29, 1963[1]

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	7,960	1,927	9,887
Clerical Workers	17,193	42,214	59,407
Sales Workers	7,558	12,933	20,491
Personal and Domestic Service Workers	31,722	24,444	56,166
Seamen	1,487	16	1,503
Agriculture, Fishing, Forestry (Ex. log.)	6,591	330	6,921
Skilled and Semi-Skilled Workers	115,601	14,719	130,320
Food and kindred products (incl. tobacco)	1,466	394	1,860
Textiles, clothing, etc.	2,557	8,927	11,484
Lumber and lumber products	9,498	135	9,633
Pulp, paper (incl. printing)	1,087	407	1,494
Leather and leather products	832	801	1,633
Stone, clay and glass products	320	25	345
Metalworking	11,258	762	12,020
Electrical	2,175	874	3,049
Transportation equipment	378	20	398
Mining	1,421	-	1,421
Construction	31,737	4	31,741
Transportation (except seamen)	21,717	88	21,805
Communications and public utility	554	.....	554
Trade and service	4,807	1,426	6,233
Other skilled and semi-skilled	18,001	635	18,636
Foremen	2,488	209	2,697
Apprentices	5,305	12	5,317
Unskilled Workers	97,576	21,106	118,682
Food and tobacco	3,537	5,826	9,363
Lumber and lumber products	9,866	309	10,175
Metalworking	4,353	449	4,802
Construction	40,888	.....	40,888
Other unskilled workers	29,932	14,522	44,454
Grand total	**285,688**	**117,689**	**403,377**

[1]Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT NOVEMBER 29, 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) Nov. 29, 1963	Previous Year Nov. 30, 1962
Newfoundland	**12,427**	**14,060**
Corner Brook	3,081	2,950
Grand Falls	1,323	1,528
St. John's	8,023	9,582
Prince Edward Island	**1,915**	**2,568**
Charlottetown	1,175	1,612
Summerside	740	956
Nova Scotia	**16,819**	**19,804**
Amherst	664	783
Bridgewater	716	941
Halifax	5,448	5,718
Inverness	202	413
Kentville	1,344	1,526
Liverpool	366	481
New Glasgow	1,889	1,970
Springhill	663	871
Sydney	2,512	3,523
Sydney Mines	635	954
Truro	1,212	1,190
Yarmouth	1,168	1,434
New Brunswick	**15,524**	**19,814**
Bathurst	2,025	2,619
Campbellton	1,276	1,453
Edmundston	917	1,394
Fredericton	1,274	1,642
Minto	227	307
Moncton (2)	3,693	5,109
Newcastle	1,167	1,653
Saint John	2,570	2,945
St. Stephen	1,260	997
Sussex	341	483
Woodstock	774	1,212
Quebec	**128,401**	**139,181**
Alma	1,572	1,872
Asbestos	416	645
Baie Comeau	677	834
Beauharnois	869	846
Buckingham	719	796
Causapscal	1,365	1,178
Chandler	1,076	1,343
Chicoutimi	1,664	2,275
Cowansville	319	323
Dolbeau	1,036	1,026
Drummondville	1,613	1,804
Farnham	440	478
Forestville	330	436
Gaspe	667	893
Granby	1,558	1,949
Hull	2,978	3,454
Joliette	2,634	3,029
Jonquiere	2,250	2,764
Lachute	593	855
Lac Megantic	844	772
La Malbaie	609	1,004
La Tuque	581	806
Levis	2,997	1,945
Louiseville	642	754
Magog	483	550
Maniwaki	539	495
Matane	823	1,298
Mont-Laurier	602	738
Montmagny	1,227	1,196
Montreal	47,273	51,427
New Richmond	941	1,070
Port Alfred	489	842
Québec	10,692	9,743
Rimouski	1,846	2,269
Rivière du Loup	2,831	2,719
Roberval	809	1,101
Rouyn	2,023	2,549
Ste. Agathe des Monts	433	597
Ste. Anne de Bellevue	730	802
Ste. Thérèse	1,748	2,004
St. Hyacinthe	1,338	1,351
St. Jean	1,657	1,850
St. Jérôme	1,491	1,380
Sept-Îles	1,378	1,625
Shawinigan	3,024	3,590
Sherbrooke	3,472	3,966

Office	Registrations	
	(1) Nov. 29, 1963	Previous Year Nov. 30, 1962
Quebec—Concluded		
Sorel	1,507	1,530
Thetford Mines	1,401	1,375
Trois-Rivières	3,980	4,241
Val d'Or	1,322	1,402
Valleyfield	1,719	1,766
Victoriaville	1,706	1,983
Ville St. Georges	2,468	1,641
Ontario	**121,438**	**141,479**
Arnprior	228	255
Barrie	1,021	1,134
Belleville	1,352	1,291
Bracebridge	716	781
Brampton	1,022	933
Brantford	1,486	2,066
Brockville	432	470
Carleton Place	305	198
Chatham	1,259	1,678
Cobourg	675	674
Collingwood	578	560
Cornwall	2,321	2,566
Elliot Lake	321	424
Fort Erie	711	621
Fort Frances	500	576
Fort William	1,671	1,941
Galt	749	1,177
Gananoque	205	287
Goderich	337	439
Guelph	1,071	1,272
Hamilton	9,295	9,646
Hawkesbury	562	655
Kapuskasing	653	816
Kenora	658	1,040
Kingston	1,657	1,862
Kirkland Lake	599	820
Kitchener	1,285	1,805
Leamington	783	927
Lindsay	448	489
Listowel	189	229
London	3,561	4,100
Long Branch	2,868	2,854
Midland	568	786
Napanee	396	515
New Liskeard	378	495
Newmarket	843	997
Niagara Falls	2,058	2,295
North Bay	1,241	1,581
Oakville	595	579
Orillia	696	786
Oshawa	4,274	4,663
Ottawa	5,596	7,357
Owen Sound	885	1,014
Parry Sound	307	500
Pembroke	1,285	1,508
Perth	393	434
Peterborough	2,341	2,428
Picton	300	322
Port Arthur	2,330	2,562
Port Colborne	856	1,156
Prescott	454	486
Renfrew	359	396
St. Catharines	2,965	3,276
St. Thomas	563	1,146
Sarnia	1,730	2,261
Sault Ste. Marie	1,840	2,986
Simcoe	683	967
Smiths Falls	425	463
Stratford	326	697
Sturgeon Falls	746	818
Sudbury	3,859	4,779
Tillsonburg	351	598
Timmins	1,365	1,521
Toronto	29,298	32,300
Trenton	623	626
Walkerton	491	425
Wallaceburg	504	485
Welland	1,630	1,757
Weston	2,453	2,737
Windsor	5,329	7,619
Woodstock	584	572

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TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT NOVEMBER 29, 1963—Concluded

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Nov. 29, 1963	Previous Year Nov. 30, 1962		(1) Nov. 29, 1963	Previous Year Nov. 30, 1962
Manitoba	**17,640**	**22,377**	**British Columbia**	**51,699**	**55,419**
Brandon	1,512	1,659	Chilliwack	1,751	1,653
Dauphin	1,017	1,159	Courtenay	846	978
Flin Flon	170	177	Cranbrook	645	862
Portage la Prairie	657	917	Dawson Creek	1,178	1,173
The Pas	318	419	Duncan	620	845
Winnipeg	13,966	18,046	Kamloops	1,203	1,249
			Kelowna	801	850
Saskatchewan	**11,243**	**14,357**	Kitimat	120	141
Estevan	208	291	Mission City	1,032	933
Lloydminster	195	286	Nanaimo	942	1,144
Moose Jaw	911	1,146	Nelson	643	740
North Battleford	877	917	New Westminster	7,773	8,112
Prince Albert	1,600	2,437	Penticton	1,138	1,071
Regina	2,786	3,225	Port Alberni	698	716
Saskatoon	2,835	3,420	Prince George	2,161	2,632
Swift Current	431	629	Prince Rupert	1,198	1,432
Weyburn	252	314	*Princeton	.....	381
Yorkton	1,148	1,692	Quesnel	668	866
			Trail	601	696
Alberta	**26,271**	**27,697**	Vancouver	22,216	23,416
Blairmore	376	383	Vernon	1,183	1,357
Calgary	8,455	9,477	Victoria	3,845	3,642
Drumheller	372	370	Whitehorse	437	530
Edmonton	11,816	11,897			
Edson	295	446	**Canada**	**403,377**	**456,756**
Grande Prairie	865	747			
Lethbridge	1,922	2,210	Males	285,688	328,801
Medicine Hat	1,019	1,139			
Red Deer	1,151	1,028	Females	117,689	127,955

(1) Preliminary subject to revision.

(2) Includes 205 registrations reported by the Magdalen Islands local office.

*Effective September 28, 1963 the area served by the Princeton local office is served by the Kamloops and Penticton local offices.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act,* DBS

End of:	Total	Employed	Claimants
1963—September	4,028,000	3,841,700	186,300
August	4,125,000	3,932,500	192,500
July	4,078,000	3,859,000	219,000
June	4,068,000	3,847,700	220,300
May	3,996,000	3,725,100	270,900
April	4,173,000	3,607,100	565,900
March	4,242,000	3,556,700	685,300
February	4,264,000	3,543,500	720,500
January	4,259,000	3,555,900	703,100
1962—December	4,223,000	3,631,000	592,000
November	4,110,000	3,735,800	374,200
October	4,009,000	3,764,900	244,100
September	3,998,000	3,800,200	197,800

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, OCTOBER 31, 1963

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1–4	5–13	14–26	27 or more*	September 30, 1963	October 31, 1962
Canada	218,866	112,809	57,756	29,394	18,907	186,261	244,140
Male	143,553	81,164	34,972	16,100	11,317	117,024	165,316
Female	75,313	31,645	22,784	13,294	7,590	69,237	78,824
Newfoundland	5,809	3,064	1,491	798	456	4,053	6,063
Male	4,803	2,674	1,228	592	309	3,085	5,232
Female	1,006	390	263	206	147	968	831
Prince Edward Island	774	341	223	121	89	703	880
Male	487	263	90	69	65	413	593
Female	287	78	133	52	24	290	287
Nova Scotia	9,662	4,224	2,791	1,647	1,000	8,466	12,526
Male	7,045	3,338	1,902	1,113	692	5,997	9,812
Female	2,617	886	889	534	308	2,469	2,714
New Brunswick	8,768	4,357	2,328	1,323	760	7,495	10,242
Male	6,244	3,221	1,547	953	523	5,245	7,969
Female	2,524	1,136	781	370	237	2,250	2,273
Quebec	69,817	35,739	19,105	9,304	5,669	60,592	73,359
Male	47,685	26,548	12,525	5,194	3,418	40,366	51,038
Female	22,132	9,191	6,580	4,110	2,251	20,226	22,321
Ontario	69,843	35,321	18,326	9,467	6,729	63,161	78,959
Male	42,324	23,820	9,995	4,683	3,826	37,260	49,967
Female	27,519	11,501	8,331	4,784	2,903	25,901	28,992
Manitoba	7,928	4,197	1,775	1,128	828	6,592	11,314
Male	4,554	2,377	967	650	560	3,498	7,129
Female	3,374	1,820	808	478	268	3,094	4,185
Saskatchewan	4,276	2,024	1,278	646	328	3,450	5,941
Male	2,345	1,271	601	288	185	1,551	3,603
Female	1,931	753	677	358	143	1,899	2,338
Alberta	13,290	7,051	3,536	1,789	914	10,041	13,676
Male	8,891	5,347	2,059	903	582	6,037	8,804
Female	4,399	1,704	1,477	886	332	4,004	4,872
British Columbia	28,699	16,491	6,903	3,171	2,134	21,708	31,180
Male	19,175	12,305	4,058	1,655	1,157	13,572	21,169
Female	9,524	4,186	2,845	1,516	977	8,136	10,011

*The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, OCTOBER 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	3,159	2,130	1,029	2,836	1,853	983	1,144
Prince Edward Island	387	268	119	308	215	93	161
Nova Scotia	4,608	2,909	1,699	4,290	2,897	1,393	1,471
New Brunswick	4,435	2,880	1,555	3,947	2,695	1,252	1,519
Quebec	39,663	24,584	15,079	36,923	25,972	10,951	13,536
Ontario	41,544	26,096	15,448	39,792	27,466	12,326	13,489
Manitoba	4,531	3,053	1,478	4,052	2,528	1,524	1,376
Saskatchewan	2,261	1,673	588	1,999	1,183	816	765
Alberta	7,895	5,102	2,793	7,364	5,002	2,362	2,741
British Columbia (incl. Yukon Territory)	17,736	10,995	6,741	15,864	10,744	5,120	5,319
Total, Canada, October 1963	126,219	79,690	46,529	117,375	80,555	36,820	41,521
Total, Canada, September 1963	92,892	57,884	35,008	88,625	61,183	27,442	32,677
Total, Canada, October 1962	150,444	95,524	54,920	131,265	91,890	39,375	50,067

*In addition, revised claims received numbered 34,035.

†In addition, 35,012 revised claims were disposed of. Of these, 3,089 were special requests not granted and 2,553 appeals by claimants. There were 7,209 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, OCTOBER 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	14,749	328,072
Prince Edward Island	2,483	48,499
Nova Scotia	26,405	562,310
New Brunswick	23,881	513,468
Quebec	195,242	4,641,072
Ontario	200,192	4,727,434
Manitoba	21,298	483,255
Saskatchewan	11,628	254,793
Alberta	31,711	774,241
British Columbia (including Yukon Territory)	67,430	1,656,306
Total, Canada, October 1963	595,019	13,989,450
Total, Canada, September 1963	532,124	12,527,626
Total, Canada, October 1962	672,646	15,753,741

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-2 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing re-computation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment.

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

——	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—December	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER 1963

(1949=100)

——	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	November 1962	October 1963	November 1963							
(1)St. John's, Nfld.	118.1	120.3	120.8	117.7	115.8	113.5	123.5	160.3	153.5	101.1
Halifax	130.9	131.2	131.4	125.6	133 0	128.5	137.2	166.1	166.9	124.3
Saint John	131.4	133.0	133.3	129.6	132.1	124.3	142.4	187.2	153.4	124.5
Montreal	132.0	133.4	133.9	136.5	135.2	111.4	159.8	171.4	145.1	121.7
Ottawa	132.7	134.7	134.5	130.2	136.7	125.1	155.4	170.1	143.2	123.8
Toronto	133.2	135.0	135.2	128.5	140.0	123.6	136.7	161.6	189.9	121.3
Winnipeg	130.1	130.6	131.2	130.5	128.0	124.6	134.4	179.4	140.6	125.5
Saskatoon-Regina	128.0	128.6	128.7	127.4	126.5	129.4	135.7	147.1	148.4	119.4
Edmonton-Calgary	127.4	127.7	127.7	123.6	126.8	126.9	129.1	168.8	146.6	119.4
Vancouver	130.6	131.8	131.8	129.7	134.6	121.3	140.1	151.1	150.1	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1)St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 954, October 1963 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958	251	259	111,475	2,816,850	0.25
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1962—November	29	47	9,525	75,270	0.06
December	14	28	3,565	55,110	0.05
*1963—January	9	24	4,559	79,780	0.07
February	22	37	7,002	75,280	0.07
March	18	32	5,207	34,080	0.03
April	25	42	8,562	47,180	0.05
May	28	44	6,214	30,300	0.02
June	40	63	7,302	78,400	0.07
July	27	61	17,101	181,030	0.15
August	28	55	11,597	73,340	0.06
September	30	63	9,583	86,320	0.08
October	49	81	24,861	138,980	0.11
November	12	44	6,193	51,020	0.05

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, NOVEMBER 1963, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry			
Mines	3	204	2,150
Manufacturing	18	2,348	36,730
Construction	8	505	1,720
Transpn. & utilities	3	2,505	2,530
Trade	9	337	4,030
Finance			
Service	3	294	3,860
Public administration			
All industries	44	6,193	51,020

TABLE G-3—STRIKES AND LOCKOUTS, NOVEMBER 1963, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland			
Prince Edward Island	1	11	260
Nova Scotia			
New Brunswick	1	147	3,090
Quebec	10	1,641	28,370
Ontario	23	1,647	13,580
Manitoba			
Saskatchewan	1	90	270
Alberta	1	32	670
British Columbia	5	121	2,270
Federal	2	2,504	2,510
All jurisdictions	44	6,193	51,020

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER 1963

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Nov.	Accumulated		
MINES						
Metal						
Canadian Malartic Mines, Malartic, Que.	Steelworkers Loc. 4826 (AFL-CIO/CLC)	110	170	450	Oct. 29 Nov. 4	Wages~Wage increase 12¢ an hr. immediately, 3¢ July 20, 1964.
MANUFACTURING						
Food and Beverages						
Viau Limitée, Montreal, Que.	CNTU	524	11,000	24,100	Sep. 26	Wages~
Rubber						
Seiberling Rubber, Toronto, Ont.	Rubber Workers Loc. 118 (AFL-CIO/CLC)	411	5,750	8,630	Oct. 23 Nov. 21	Wages, welfare benefits~4¢ an hr. increase June 15, 1963, 6¢ an hr. June 15, 1964; 2¢ an hr. to S.U.B., life insurance and welfare plan.
Knitting Mills						
Regent Knitting Mills St. Jérôme, Que.	Textile Workers' Union Loc. 1475 (AFL-CIO/CLC)	245	5,150	32,610	Aug. 13	Wages, working conditions~
Wood						
Bellerive Veneer & Plywoods, Mont-Laurier, Que.	CNTU	215	3,630	12,720	Aug. 30	Wages, hours, working conditions~
Paper						
Kimberly-Clark Canada, St-Hyacinthe, Que.	Pulp and Paper Mill Workers Loc. 933 (AFL-CIO/CLC)	179	3,760	5,550	Oct. 19	Wages~
Bathurst Containers, Hamilton, Ont.	Woodworkers Loc. 2-69 (AFL-CIO/CLC)	251	500	500	Nov. 4 Nov. 6	Dissatisfaction with incentive program introduced by company~Return of workers pending discussions with company.
Electrical Products						
Crouse-Hinds, Toronto, Ont.	U.E. (Ind.)	111	1,440	1,440	Nov. 13 Nov. 29	Wages in a first agreement~Return of workers.
CONSTRUCTION						
Kitchener-Waterloo Sheet Metal Contractors' Assoc., Kitchener-Waterloo area, Ont.	Sheet Metal Workers Loc. 562 (AFL-CIO/CLC)	100	100	500	Oct. 25 Nov. 4	Non-union workers in other trades~Pickets withdrawn, work resumed.
Standard Steel, Boston Creek, Ont.	Structural Iron Workers Loc. 786 (AFL-CIO/CLC)	226	450	450	Nov. 26 Nov. 29	Payment for travelling time ~Return of workers pending negotiations.
TRANSPN. & UTILITIES						
Transportation						
Shipping Federation of British Columbia, Various ports, B.C.	Longshoremen and Warehousemen (CLC)	2,500	2,500	2,500	Nov. 4 Nov. 5	Delay in signing new agreement~Return of workers pending settlement.
TRADE						
Irving Refining, East Saint John, N.B.	Oil Workers Loc. 9-691 (AFL-CIO/CLC)	147 (29)	3,090	4,880	Sep. 16	Wages~
SERVICE						
Health and Welfare						
Hôpital Ste. Justine, Montreal, Que.	Service Employees' Federation (CNTU)	235	2,600	5,290	Oct. 16 Nov. 16	Shortage of staff, increased work load, wages~Study of nursing standards by Provincial Government Council.

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY TYPE OF ACCIDENT AND INDUSTRY, DURING THE THIRD QUARTER OF 1963

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects	....	....	....	....	....	....	....	....	....	....	....	....	....
Struck by:													
(a) tools, machinery, cranes, etc.	1	....	....	....	1	2	1	1	....	....	....	....	6
(b) moving vehicles	....	....	....	2	....	3	3	....	....	....	1	....	9
(c) other objects	....	14	....	8	5	11	3	....	1	....	3	....	45
Caught in, on or between machinery, vehicles, etc.	17	4	1	4	6	7	6	....	2	....	1	....	48
Collisions, derailments, wrecks, etc.	2	....	3	3	6	10	18	2	4	....	19	....	67
Falls and slips:													
(a) on same level	....	....	....	....	2	2	....	....	....	....	1	....	5
(b) to different levels	1	2	4	3	14	13	6	2	....	....	7	....	52
Conflagrations, temperature extremes and explosions	1	....	....	3	1	2	1	....	3	....	2	....	13
Inhalation, absorptions, asphyxiation and industrial diseases	....	....	....	7	....	1	....	....	....	....	....	....	8
Electric current	4	....	....	....	5	6	1	7	....	....	1	....	24
Over-exertion	....	....	....	....	....	1	....	....	....	....	1	....	2
Miscellaneous accidents	....	....	....	....	2	....	....	....	....	....	1	....	3
Total	26	20	8	30	42	58	39	12	10	....	37	....	282*

*Of this total, 174 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 108 were obtained from the other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

TABLE H-2—INDUSTRIAL FATALITIES, BY INDUSTRY AND PROVINCE, DURING THE THIRD QUARTER OF 1963

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture	.....	.....	.....	3	.....	16	1	.....	3	3	.....	26
Logging	.....	.....	.....	1	4	6	.....	1	.....	8	.....	20
Fishing and Trapping	.....	.....	1	2	.....	.....	.....	.....	.....	5	.....	8
Mining and Quarrying	.....	.....	1	1	2	9	2	.....	7	7	1	30
Manufacturing	.....	.....	.....	4	7	15	1	.....	3	12	.....	42
Construction	1	.....	1	2	6	26	3	3	4	12	.....	58
Transportation, Storage and Communication	1	.....	5	1	4	14	1	2	1	10	.....	39
Public Utilities	.....	.....	2	.....	1	5	1	1	1	1	.....	12
Trade	.....	.....	.....	.....	2	5	.....	.....	2	1	.....	10
Finance	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	.....	.....	.....	1	2	18	1	2	2	7	4	37
Unclassified	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	2	.....	10	15	28	114	10	9	23	66	5	282*

*See footnote to Table H-1.

Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from operations of National Employment Offices. These statistics, therefore, must be interpreted in the light of National Employment Service policy, operations, and reporting methods. Within this context, these operational statistics can provide useful information on labour supply and demand, historically and at specific points in time, by occupations, industries and local office areas.

Each National Employment Office is engaged in: (1) receiving applications for employment, assessing and recording the qualifications, interests, and aptitudes of the applicants, and assigning the occupational classifications which represent the applicant's highest levels of skill; (2) receiving orders for workers from employers, recording the employers' specifications for job vacancies, and classifying the orders occupationally and according to the industrial activity of the employers; (3) selecting from among available applicants the persons whose qualifications most closely approximate the specifications on the employers' orders; and (4) initiating clearance procedure to inform other National Employment Offices when suitable applicants are not available locally to fill employers' requirements. (There are numerous other related activities engaged in by National Employment Offices, but these are not the subject of the operational statistics under discussion.)

The industrial classification system used to classify employers and employers' orders is the Standard Industrial Classification of the Dominion Bureau of Statistics.

The occupational classification system used for classifying employers' orders and applications for employment is that of the Dictionary of Occupational Titles, published by the United States Employment Service. This system is based solely on the needs of the personnel selection process, and as a result is dissimilar from other occupational groupings such as occur in the census or in various salary evaluation systems.

The two basic statistical reports of the National Employment Service reflect these operations and systems of classification.

One of these statistical reports is produced from a physical count of the local office files of orders and applications, and shows by occupational groups the number of unfilled vacancies and registrations for employment that are active *on the last working day of each month.* Certain exclusions are made in this count, however. Total unfilled vacancies specifically exclude "deferred vacancies," i.e., those vacancies that are listed with the local offices but for which employers are not yet ready to accept referrals or confirm hiring. Total registrations for employment exclude those persons who are known to be employed but are seeking different work, those persons who also have applications registered with other local offices, those persons who are seeking part-time work only, those persons who have registered in advance of their availability for work, and a few other similar categories. Since registrations are retained on an active basis for 14 days, these totals will include some applicants who have found work on their own but have not so notified the local office. Month-end data taken from this report on unfilled vacancies and registrations for employment are to be found in Tables D-1, D-4 and D-5. With particular reference to Table D-5, it should be noted that the totals given for each office represent the whole area served by the office and not simply those in the city or town in which the office is located.

The other basic statistical report contains monthly totals of certain National Employment Office operations, including such items as registrations received, vacancies notified, and placements effected, *during the whole of the month reported.* In this report, "registrations received" include the total number of registrations recorded during the month, and therefore differ considerably from "registrations for employment" taken from the other report, which deals only with selected registrations at a specific point in time. Vacancies notified and placements effected are recorded in this report by industry groups, but in the table published here, only placements effected are shown by industry groups.

"Vacancies Notified" are the total number of job openings that have been listed by employers with National Employment Offices, and, as such, provide an indication of fluctuations in the demand for workers. "Placements Effected" are the number of confirmed placements made by the NES on the vacancies notified. As such, placements effected provide an indicator of the number of persons who have found employment during the period. Placements effected include regular placements, casual placements (in jobs with an anticipated duration of six days or less), and transfer-out (placements involving the movement of workers from one local office area to another).

Tables D-2 and D-3 contain data on registrations received, vacancies notifed and placements effected, and placements by industry, respectively, taken from the operational report covering the whole of each month.